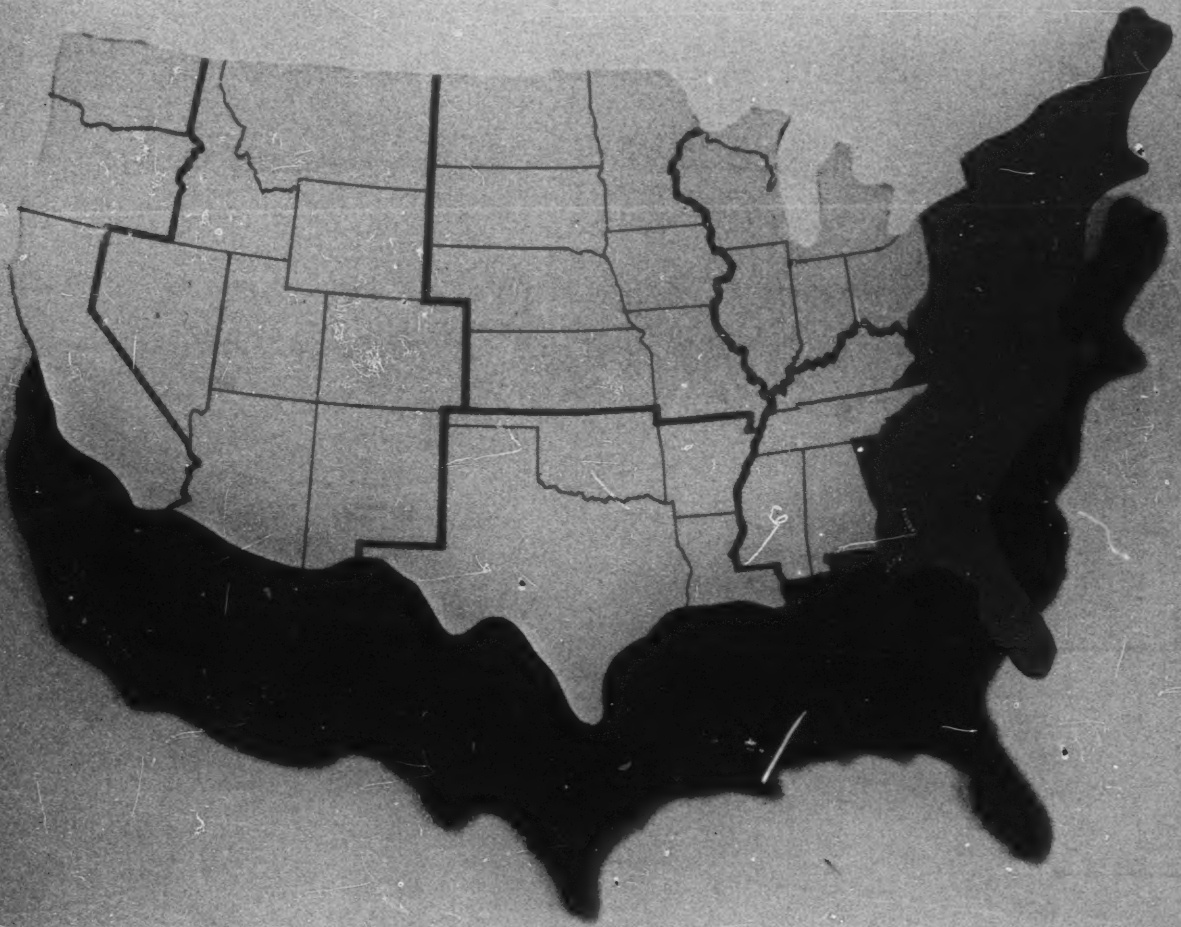
1981 Bank Officer Cash Compensation Survey

Volume 1

REGIONS I, II, III

A 3425-4.1 U vol 1
12/81



BANK
ADMINISTRATION
INSTITUTE

1981 Bank Officer Cash Compensation Survey

Volume 1

A report prepared for
Bank Administration Institute's
Human Resources Commission

By

Charles M. McCurry
Director, Human Resource Programs

and

Constance A. Blecha
Research Assistant

Bank Administration Institute

Rolling Meadows, Illinois

Bank Administration Institute

Bank Administration Institute is a not-for-profit corporation whose broad goals are to help bank administrators achieve high levels of professional effectiveness and to help solve significant banking problems. These goals are pursued through programs of research and development, education, and technical assistance.

Founded in 1924, the Institute is today the largest technical banking association in the world. It is governed by a Board of Directors. Responsibility for management of the Institute's activities within a framework of policy established by the Board rests with the President, who is assisted by a staff located in Rolling Meadows, Illinois.

ISSN 0194-0759

Copyright 1981 by Bank Administration Institute, Rolling Meadows, Illinois
All rights reserved. This book or any parts of it may not be reproduced in any form without written permission from the publisher.

Printed in the United States of America

No. 411

Human Resources Commission

1981-1982

LLOYD C. LYONS, *Chairman*
Senior Vice President
Indiana National Bank
Indianapolis, Indiana

RALPH D. GORDON
Senior Vice President
New England Merchants National Bank
Boston, Massachusetts

WILLIAM J. HARRINGTON, PH.D.
Senior Vice President
Pan American Bank, N.A.
Miami, Florida

JANELL HOBBS
Senior Vice President
Lakewood Bank and Trust
Dallas, Texas

TODD H. LANGLEY
Senior Vice President
The Arizona Bank
Phoenix, Arizona

JUDY A. O'HAGAN
Cashier
First Northtown National Bank
Blaine, Minnesota

W. H. "BARD" PARKS
President
Community Bank
Greenville, South Carolina

THOMAS O. PERRY
Senior Vice President
Louisiana National Bank
Baton Rouge, Louisiana

J. KENNETH TORREYSON
Senior Vice President and Director of Personnel
Wachovia Bank & Trust Company, N.A.
Winston-Salem, North Carolina

EDWIN C. WALLACE, JR.
Corporate Executive Officer
Virginia National Bank
Norfolk, Virginia

JAMES M. WILSON III, AEP
Senior Vice President and Human Resources Director
United Virginia Bank
Richmond, Virginia

Community Bank Council Representative
IKE KALANGIS
President and Chief Financial Officer
Capital Bank
Santa Fe, New Mexico

Introductory Note

Data for the individual regions begins on the pages with a shaded edge.

Contents

Conducting the Survey 1

Survey Analysis 5

Cash Compensation Data 9

- Comparison Between 1979 and 1981 National Base Salary Medians 9
- Geographic Region I 19
- Geographic Region II 65
- Geographic Region III 127

Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
  Eighteen positions were surveyed for banks under $50 million in assets.
  Thirty-five positions were surveyed for banks $50 million and over in assets.

- The compilation of the survey results by:
  25th quartile—the point on a scale below which 25 percent of the cases fall.
  Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
  Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
  75th quartile—the point on a scale below which 75 percent of the cases fall.

- Data on the following pay-related information:
  Age
  Years with present bank
  Years in position
  Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
125	1,515	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York	Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,421	33,963			

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

		Geographic Region								
Total Assets	**Total**	**I**	**II**	**III**	**IV**	**V**	**VI**	**VII**	**VIII**	**IX**
1. Less than $10 million	266	2	2	26	47	10	86	35	33	25
2. $10 to $19 million	592	15	8	59	143	43	159	77	57	31
3. $20 to $29 million	477	17	18	53	130	46	95	66	35	17
4. $30 to $39 million	385	14	16	59	99	28	70	67	26	6
5. $40 to $49 million	386	14	22	60	93	20	63	68	25	21
6. $50 to $99 million	540	22	42	73	157	33	82	76	35	20
7. $100 to $249 million	483	23	50	75	129	29	50	76	25	26
8. $250 to $499 million	145	11	27	15	38	5	11	21	6	11
9. $500 to $999 million	71	2	16	13	11	5	5	10	3	6
10. $1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 35 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
*Agricultural Loan Officer
*Branch Manager
Business Development Officer
Commercial Loan Officer—Sr.
Commercial Loan Officer—Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer—Sr.
Instalment Loan Officer—Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer—Sr.
*Operations Officer—Jr.
Personnel Officer

Banks $50 Million and Over in Asset Size

Chief Executive Officer
Advertising Officer
Bank Investment Officer—Sr.
Branch Administration Officer—Sr.
Branch Manager—Large (31+)
Branch Manager—Medium (10-30)
Branch Manager—Small (-10)
Business Development Officer—Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Instalment Loan Department Manager
Instalment Loan Officer
Internal Auditing Officer—Sr.
International Banking Officer—Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer—Jr.
New Accounts Officer
Officer Trainee—Master's Degree
Officer Trainee—Bachelor's Degree

---

*New position.

Commercial Loan Officer
Commercial Loan Officer—Jr.
Correspondent Bank Officer—Sr.
EDP Officer—Sr.
Financial Officer—Sr.
Instalment Loan Collection Manager
Operations Officer—Sr.
Personnel Officer—Sr.
Security Officer—Sr.
Training Director
Trust Department Officer—Sr.
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example 1

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th quartile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age.* At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank.* At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position.* At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised.* At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions).* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of $24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600
Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th quartile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

National Base Salary Medians
Less Than $10 Million

	1979	1981	Percent
1. Chief Executive Officer	$25,000	$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
$10 to $19 Million

	1979	1981	Percent
1. Chief Executive Officer	$30,000	$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

---

*New position in 1981.

†Less than five banks submitted data for this position.

National Base Salary Medians
$20 to $29 Million

	1979	1981	Percent
1. Chief Executive Officer	$35,000	$40,000	+14.3
2. Second Ranking Officer	25,000	27,600	+10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+42.0
8. Controller	15,000	19,800	+32.0
9. General Loan Officer	18,000	19,300	+ 7.2
10. Instalment Loan Collector	11,075	12,300	+11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+22.4
13. Internal Auditing Officer	12,550	13,999	+11.5
14. Mortgage Loan Officer	18,000	17,850	− 0.8
15. Officer Trainee	10,350	12,000	+15.9
16. Operations Officer—Sr.	18,000	19,412	+ 7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+ 9.4

National Base Salary Medians
$30 to $39 Million

	1979	1981	Percent
1. Chief Executive Officer	$38,000	$43,680	+14.9
2. Second Ranking Officer	27,500	30,600	+11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+28.1
8. Controller	16,000	21,400	+33.8
9. General Loan Officer	19,200	20,338	+ 5.9
10. Instalment Loan Collector	11,340	13,350	+17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+19.0
13. Internal Auditing Officer	14,000	15,200	+ 8.6
14. Mortgage Loan Officer	17,160	19,100	+11.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	20,100	21,550	+ 7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+ 9.6

---

*New position in 1981.

National Base Salary Medians
$40 to $49 Million

	1979	1981	Percent
1. Chief Executive Officer	$42,600	$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+ 8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
$50 to $99 Million

	1979	1981	Percent
1. Chief Executive Officer	$49,000	$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+ 6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

---

*New position in 1981.

†Less than five banks submitted data for this position.

$50 to $99 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$16,100	$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

National Base Salary Medians
$100 to $249 Million

	1979	1981	Percent
1. Chief Executive Officer	$62,750	$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	29,000	+20.8
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16,728	18,360	+ 9.8

---

†Less than five banks submitted data for this position.

$100 to $249 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$19,010	$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

National Base Salary Medians
$250 to $499 Million

	1979	1981	Percent
1. Chief Executive Officer	$80,000	$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	− 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

$250 to $499 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$24,000	$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

National Base Salary Medians
$500 to $999 Million

	1979	1981	Percent
1. Chief Executive Officer	$99,250	$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	− 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

$500 to $999 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$27,500	$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

National Base Salary Medians
$1 Billion and Over

	1979	1981	Percent
1. Chief Executive Officer	$130,000	$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	− 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	− 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	− 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$35,220	$40,000	+13.6
21. International Banking Officer—Sr.	43,000	49,000	+14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+23.1
24. Mortgage Loan Department Manager	38,186	46,700	+22.3
25. Mortgage Loan Officer	23,900	28,350	+18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+21.9
27. New Accounts Officer	14,250	16,000	+12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+16.7
30. Operations Officer—Sr.	48,400	48,000	− 0.8
31. Personnel Officer—Sr.	39,000	45,963	+17.9
32. Security Officer—Sr.	24,500	29,125	+18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+19.3
35. Trust Operations Manager	31,750	35,000	+10.2

Cash Compensation Data

Region I: New England

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: LESS THAN $10 MILLION

Of the 125 banks submitting data for the New England region, two banks were in the Less Than $10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $10 TO $19 MILLION

Of the 125 banks submitting data for the New England region, 15 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	15	$37,375	$40,922	$40,700	$43,725
Bonus	5	2,307	6,347	2,800	4,811
Total Compensation	15	37,625	43,038	42,735	44,500
Age	15	43	49	52	55
Years with Present Bank	14	2	6	5	7
Years in Position	15	2	5	4	6
No. of Employees Supervised	15	17	23	22	26
Asset Size (Millions)	15	$11.0	$14.7	$14.0	$18.0
SECOND RANKING OFFICER					
Base Salary	10	$22,264	$26,188	$26,000	$29,600
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,428	28,195	27,270	30,850
Age	10	43	48	49	51
Years with Present Bank	10	5	10	7	11
Years in Position	10	4	5	5	5
No. of Employees Supervised	10	12	19	21	23
Asset Size (Millions)	10	$11.5	$15.6	$17.5	$18.0
BRANCH MANAGER					
Base Salary	8	$14,000	$16,495	$15,500	$18,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,000	16,729	15,809	18,800
Age	8	36	45	46	51
Years with Present Bank	7	3	6	4	7
Years in Position	8	0	2	1	3
No. of Employees Supervised	8	3	8	5	8
Asset Size (Millions)	8	$12.0	$15.8	$17.5	$18.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	6	$20,292	$23,639	$22,000	$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,000	23,909	22,102	24,602
Age	6	32	34	34	35
Years with Present Bank	6	2	4	5	6
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	2	5	4	5
Asset Size (Millions)	6	$11.0	$14.8	$15.0	$18.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CONTROLLER					
Base Salary	6	$16,250	$20,758	$21,274	$22,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,250	21,838	22,108	23,263
Age	6	30	38	35	37
Years with Present Bank	5	3	6	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	3	9	8	11
Asset Size (Millions)	6	$11.0	$14.8	$14.5	$18.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $20 TO $29 MILLION

Of the 125 banks submitting data for the New England region, 17 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Instalment Loan Collector
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	17	$38,000	$42,035	$41,500	$43,695
Bonus	13	1,488	3,531	3,346	4,692
Total Compensation	17	38,750	44,735	45,980	47,250
Age	17	41	49	46	55
Years with Present Bank	17	5	17	15	24
Years in Position	17	4	8	5	8
No. of Employees Supervised	17	29	35	35	41
Asset Size (Millions)	17	$24.0	$25.4	$26.0	$26.5
SECOND RANKING OFFICER					
Base Salary	13	$23,250	$27,527	$26,500	$30,000
Bonus	7	765	1,380	1,327	1,750
Total Compensation	13	23,914	28,270	26,500	30,425
Age	13	39	47	46	54
Years with Present Bank	13	6	15	13	20
Years in Position	13	2	4	3	6
No. of Employees Supervised	12	12	30	32	36
Asset Size (Millions)	13	$23.0	$25.1	$26.0	$26.5
BRANCH MANAGER					
Base Salary	13	$12,350	$14,797	$14,000	$16,250
Bonus	9	433	596	500	538
Total Compensation	13	13,731	15,209	14,400	16,776
Age	13	32	37	34	41
Years with Present Bank	13	3	8	7	9
Years in Position	13	1	4	3	5
No. of Employees Supervised	13	3	5	4	5
Asset Size (Millions)	13	$23.0	$25.2	$26.0	$26.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	10	$22,750	$26,397	$25,875	$29,000
Bonus	6	552	1,691	1,346	2,271
Total Compensation	10	23,596	27,411	25,875	30,783
Age	9	35	40	39	42
Years with Present Bank	10	2	9	6	13
Years in Position	10	1	5	5	6
No. of Employees Supervised	9	3	8	6	8
Asset Size (Millions)	10	$25.0	$26.2	$26.0	$27.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $20 TO $29 MILLION

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$17,750	$18,800	$19,000	$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,280	19,335	19,923	19,962
Age	5	36	38	36	37
Years with Present Bank	5	1	6	6	8
Years in Position	5	1	3	2	3
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$22.0	$25.0	$26.0	$26.5

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$15,250	$17,367	$18,000	$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,250	17,859	18,300	18,750
Age	6	34	48	51	58
Years with Present Bank	6	5	14	15	18
Years in Position	6	1	4	3	5
No. of Employees Supervised	6	3	6	6	6
Asset Size (Millions)	6	$22.0	$25.7	$27.0	$28.0

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$15,350	$17,903	$18,000	$19,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,350	18,014	18,000	19,500
Age	7	35	46	42	52
Years with Present Bank	7	1	14	13	24
Years in Position	7	1	5	4	7
No. of Employees Supervised	7	0	5	4	6
Asset Size (Millions)	7	$23.0	$25.9	$26.0	$27.5

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$16,650	$19,078	$18,700	$19,500
Bonus	5	377	545	500	587
Total Compensation	7	17,050	19,467	19,053	20,037
Age	7	35	42	42	47
Years with Present Bank	7	3	10	11	13
Years in Position	7	2	6	4	11
No. of Employees Supervised	7	2	5	5	6
Asset Size (Millions)	7	$24.0	$25.9	$26.0	$27.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $20 TO $29 MILLION

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$17,650	$22,153	$24,000	$25,039
Bonus	6	496	1,677	1,435	2,400
Total Compensation	9	18,700	23,271	24,500	25,424
Age	9	36	46	46	53
Years with Present Bank	9	6	15	11	17
Years in Position	9	3	7	4	7
No. of Employees Supervised	9	8	17	15	22
Asset Size (Millions)	9	$24.0	$25.6	$26.0	$26.5

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$12,000	$14,686	$14,250	$16,209
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,338	15,008	14,379	16,459
Age	6	35	42	40	45
Years with Present Bank	6	4	14	11	19
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	2	6	5	9
Asset Size (Millions)	6	$24.0	$26.2	$26.5	$27.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $30 TO $39 MILLION

Of the 125 banks submitting data for the New England region, 14 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Controller
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 1
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	14	$37,750	$46,696	$41,020	$47,150
Bonus	8	751	4,061	4,000	4,800
Total Compensation	14	38,400	49,028	46,250	51,600
Age	14	39	49	50	55
Years with Present Bank	14	6	14	8	19
Years in Position	14	3	6	6	8
No. of Employees Supervised	14	32	58	41	57
Asset Size (Millions)	14	$32.0	$34.0	$35.0	$35.0
SECOND RANKING OFFICER					
Base Salary	12	$24,960	$32,315	$29,000	$34,500
Bonus	8	549	2,837	2,750	3,850
Total Compensation	12	26,700	34,207	30,000	37,400
Age	12	36	45	44	52
Years with Present Bank	12	4	10	6	14
Years in Position	12	2	5	4	5
No. of Employees Supervised	12	10	44	26	44
Asset Size (Millions)	12	$32.0	$34.0	$35.0	$35.0
BRANCH MANAGER					
Base Salary	11	$13,850	$17,657	$16,900	$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,850	17,880	18,400	20,150
Age	11	33	41	41	49
Years with Present Bank	11	3	9	8	13
Years in Position	11	1	3	1	3
No. of Employees Supervised	11	5	8	7	9
Asset Size (Millions)	11	$31.0	$33.8	$35.0	$35.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	5	$24,000	$28,100	$27,500	$28,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,000	28,169	27,500	28,750
Age	5	34	41	39	40
Years with Present Bank	5	1	2	3	3
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	3	10	8	10
Asset Size (Millions)	5	$31.0	$33.6	$35.0	$35.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	$16,250	$22,100	$22,000	$23,600
Bonus	6	255	1,443	1,200	1,925
Total Compensation	7	17,250	23,337	22,500	24,775
Age	7	31	39	41	44
Years with Present Bank	7	3	9	5	9
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	3	7	5	10
Asset Size (Millions)	7	$30.0	$34.0	$35.0	$36.0
GENERAL LOAN OFFICER					
Base Salary	9	$13,490	$16,743	$18,000	$18,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,625	16,985	18,157	19,065
Age	9	33	41	42	45
Years with Present Bank	9	4	9	7	11
Years in Position	9	2	4	2	6
No. of Employees Supervised	9	0	3	4	5
Asset Size (Millions)	9	$31.0	$33.1	$33.0	$35.0
INSTALMENT LOAN COLLECTOR					
Base Salary	5	$9,854	$13,986	$14,500	$15,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	9,854	14,377	14,500	15,828
Age	5	27	32	32	34
Years with Present Bank	5	2	7	4	6
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	0	2	2	3
Asset Size (Millions)	5	$30.0	$33.6	$35.0	$35.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	$16,425	$21,492	$21,550	$22,300
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,425	21,894	22,358	23,508
Age	6	30	41	39	44
Years with Present Bank	6	2	8	5	10
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	2	5	4	6
Asset Size (Millions)	6	$31.0	$34.5	$35.5	$36.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $30 TO $39 MILLION

INSTALMENT LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$11,265	$13,520	$13,870	$15,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,366	13,628	13,943	15,223
Age	6	26	31	28	29
Years with Present Bank	6	3	6	6	8
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	1	3	3	5
Asset Size (Millions)	6	$31.0	$34.0	$35.0	$35.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$16,000	$22,747	$23,000	$25,775
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,500	23,719	23,000	27,775
Age	8	38	46	43	49
Years with Present Bank	8	1	15	15	17
Years in Position	8	0	4	3	6
No. of Employees Supervised	8	9	18	14	18
Asset Size (Millions)	8	$30.0	$33.4	$34.0	$35.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$12,725	$19,782	$15,500	$20,230
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,725	20,386	15,800	21,580
Age	5	31	43	48	50
Years with Present Bank	5	4	12	5	8
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	3	7	3	6
Asset Size (Millions)	5	$30.0	$32.6	$33.0	$34.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $40 TO $49 MILLION

Of the 125 banks submitting data for the New England region, 14 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Commercial Loan Officer-Jr.
Officer Trainee

GEOGRAPHIC REGION: 1
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	14	$43,015	$52,101	$49,820	$56,420
Bonus	7	939	5,755	4,100	8,582
Total Compensation	14	44,529	54,978	50,750	59,395
Age	14	49	56	57	60
Years with Present Bank	14	6	20	13	33
Years in Position	14	4	8	7	11
No. of Employees Supervised	14	51	55	57	65
Asset Size (Millions)	14	$40.5	$44.3	$43.0	$47.0
SECOND RANKING OFFICER					
Base Salary	12	$29,000	$33,300	$33,650	$38,300
Bonus	8	896	2,244	2,044	3,000
Total Compensation	12	30,045	34,795	34,649	39,387
Age	12	40	49	49	54
Years with Present Bank	12	5	19	23	28
Years in Position	12	2	6	5	10
No. of Employees Supervised	12	8	35	36	54
Asset Size (Millions)	12	$41.0	$44.8	$43.5	$48.0
BRANCH MANAGER					
Base Salary	12	$13,500	$16,776	$16,350	$18,000
Bonus	5	657	1,015	975	1,163
Total Compensation	12	14,850	17,199	16,763	18,475
Age	12	36	48	50	57
Years with Present Bank	12	4	11	11	16
Years in Position	12	1	5	3	5
No. of Employees Supervised	12	4	5	4	5
Asset Size (Millions)	12	$41.0	$44.8	$43.5	$48.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$16,400	$21,659	$23,700	$23,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,075	22,479	24,669	24,909
Age	5	38	49	52	55
Years with Present Bank	5	5	14	9	11
Years in Position	5	4	7	7	9
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$40.0	$45.0	$44.0	$45.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $40 TO $49 MILLION

COMMERCIAL LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$22,000	$25,413	$26,200	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	22,000	26,009	26,200	27,466
Age	11	35	43	41	50
Years with Present Bank	11	1	9	7	12
Years in Position	11	1	3	2	6
No. of Employees Supervised	11	4	7	7	9
Asset Size (Millions)	11	$40.5	$44.9	$43.0	$48.0

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$19,900	$23,306	$23,562	$25,312
Bonus		INSUFFICIENT DATA			
Total Compensation	6	19,900	23,913	24,037	25,787
Age	6	8	42	48	51
Years with Present Bank	6	4	11	13	15
Years in Position	6	2	8	9	12
No. of Employees Supervised	6	0	4	3	5
Asset Size (Millions)	6	$41.5	$43.2	$42.5	$43.0

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$15,000	$21,813	$20,200	$23,645
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,343	22,401	21,120	23,924
Age	7	30	39	41	43
Years with Present Bank	7	4	12	12	18
Years in Position	7	2	6	3	8
No. of Employees Supervised	7	0	4	5	6
Asset Size (Millions)	7	$41.0	$45.3	$44.0	$47.0

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$13,400	$17,066	$15,500	$19,398
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,400	17,584	16,102	20,286
Age	6	29	44	47	56
Years with Present Bank	6	1	5	4	5
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	1	1	1	2
Asset Size (Millions)	6	$40.0	$42.3	$42.0	$43.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	$17,200	$19,617	$19,250	$21,050
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,200	20,104	20,175	21,225
Age	6	38	47	50	51
Years with Present Bank	6	3	14	14	22
Years in Position	6	2	7	7	9
No. of Employees Supervised	6	2	5	5	7
Asset Size (Millions)	6	$40.5	$45.8	$45.5	$48.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	9	$13,000	$15,529	$14,962	$17,300
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,000	15,892	16,000	17,729
Age	9	28	36	33	39
Years with Present Bank	9	5	7	6	9
Years in Position	9	2	2	2	2
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$40.5	$43.6	$43.0	$45.0
INTERNAL AUDITING OFFICER					
Base Salary	9	$14,334	$18,218	$16,500	$19,785
Bonus	6	552	990	966	1,116
Total Compensation	9	14,526	18,878	16,500	20,614
Age	8	26	39	34	45
Years with Present Bank	9	2	11	9	14
Years in Position	9	1	4	2	3
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	9	$41.0	$45.1	$44.0	$47.0
MORTGAGE LOAN OFFICER					
Base Salary	6	$20,350	$24,846	$23,089	$25,900
Bonus	5	792	1,530	1,148	1,534
Total Compensation	6	21,310	26,122	23,927	27,002
Age	6	37	43	43	46
Years with Present Bank	6	2	10	6	15
Years in Position	6	2	5	3	5
No. of Employees Supervised	6	0	3	2	4
Asset Size (Millions)	6	$42.0	$46.8	$47.0	$48.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	9	$20,500	$22,415	$22,000	$23,425
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,500	22,840	22,000	23,425
Age	9	34	43	46	49
Years with Present Bank	9	6	15	14	18
Years in Position	9	3	5	3	6
No. of Employees Supervised	9	6	17	13	16
Asset Size (Millions)	9	$40.5	$44.4	$42.0	$46.0
OPERATIONS OFFICER-JR.					
Base Salary	7	$13,339	$16,871	$14,500	$19,550
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,750	17,195	14,500	19,550
Age	7	28	40	41	47
Years with Present Bank	7	5	12	14	17
Years in Position	7	2	3	3	5
No. of Employees Supervised	7	7	12	10	14
Asset Size (Millions)	7	$40.5	$43.4	$42.0	$45.5
PERSONNEL OFFICER					
Base Salary	7	$15,252	$19,131	$18,000	$22,075
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,891	19,576	18,896	22,075
Age	7	42	50	49	56
Years with Present Bank	7	4	10	7	13
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	2	12	8	9
Asset Size (Millions)	7	$40.5	$42.7	$43.0	$43.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $50 TO $99 MILLION

Of the 125 banks submitting data for the New England region, 22 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Development Officer
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$50,150	$60,244	$60,500	$66,500
Bonus	7	699	6,282	2,675	11,250
Total Compensation	22	50,150	62,243	60,500	70,700
Age	22	46	51	53	55
Years with Present Bank	22	10	16	12	21
Years in Position	22	3	8	10	12
No. of Employees Supervised	22	66	92	95	122
Asset Size (Millions)	22	$63.0	$74.8	$72.5	$85.0

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$28,000	$33,526	$30,500	$34,077
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,270	34,669	32,659	35,577
Age	6	37	46	46	51
Years with Present Bank	6	8	19	15	23
Years in Position	6	5	9	9	11
No. of Employees Supervised	6	1	3	2	4
Asset Size (Millions)	6	$59.5	$76.0	$78.5	$85.5

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$21,050	$27,308	$28,000	$29,250
Bonus	5	291	2,925	750	1,523
Total Compensation	13	21,143	28,433	28,300	30,250
Age	13	39	44	45	48
Years with Present Bank	13	11	18	15	25
Years in Position	13	2	5	3	6
No. of Employees Supervised	13	9	37	46	57
Asset Size (Millions)	13	$61.0	$72.4	$71.0	$79.5

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$16,076	$21,051	$20,000	$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,076	21,167	21,042	23,000
Age	9	32	40	38	47
Years with Present Bank	9	5	8	8	9
Years in Position	9	3	4	4	5
No. of Employees Supervised	9	8	10	10	11
Asset Size (Millions)	9	$65.5	$78.7	$82.0	$88.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	18	$15,200	$17,253	$17,250	$18,574
Bonus	6	299	704	483	831
Total Compensation	18	15,339	17,487	17,483	18,574
Age	18	31	39	38	44
Years with Present Bank	18	3	10	8	11
Years in Position	18	1	4	3	6
No. of Employees Supervised	18	4	5	5	7
Asset Size (Millions)	18	$61.5	$74.1	$71.5	$85.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	$15,269	$23,749	$19,300	$24,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,269	24,573	20,525	24,650
Age	9	36	42	42	46
Years with Present Bank	9	2	12	11	15
Years in Position	9	2	7	2	6
No. of Employees Supervised	9	1	4	4	6
Asset Size (Millions)	9	$64.0	$72.8	$73.0	$79.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	13	$29,850	$34,485	$33,000	$39,200
Bonus	5	1,099	2,462	2,000	2,056
Total Compensation	13	30,850	35,431	33,000	40,256
Age	13	41	48	44	53
Years with Present Bank	13	4	10	8	13
Years in Position	13	2	7	4	6
No. of Employees Supervised	13	3	11	6	11
Asset Size (Millions)	13	$63.0	$74.2	$73.0	$83.5
COMMERCIAL LOAN OFFICER					
Base Salary	11	$25,300	$29,683	$28,500	$32,704
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,300	30,347	30,500	33,329
Age	11	32	45	46	52
Years with Present Bank	10	3	12	7	10
Years in Position	11	2	6	4	7
No. of Employees Supervised	11	0	5	3	5
Asset Size (Millions)	11	$59.5	$70.7	$68.0	$78.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$14,050	$17,460	$18,200	$19,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,050	17,858	18,716	19,558
Age	5	30	37	39	40
Years with Present Bank	5	8	12	9	11
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	1	4	1	3
Asset Size (Millions)	5	$56.5	$72.4	$72.0	$77.0

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$29,250	$31,380	$32,000	$33,500
Bonus		INSUFFICIENT DATA			
Total Compensation	15	29,750	31,849	32,500	34,000
Age	15	36	46	48	54
Years with Present Bank	15	7	19	18	29
Years in Position	15	4	7	6	11
No. of Employees Supervised	15	3	21	6	30
Asset Size (Millions)	15	$61.5	$73.4	$71.0	$85.0

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$12,532	$14,604	$15,250	$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,532	14,732	15,382	15,600
Age	8	31	36	35	37
Years with Present Bank	8	1	5	4	9
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	$63.0	$77.0	$78.0	$86.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$18,375	$22,322	$23,884	$24,150
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,474	22,665	24,000	24,650
Age	15	37	43	43	47
Years with Present Bank	15	8	14	13	21
Years in Position	15	3	7	6	8
No. of Employees Supervised	15	3	7	6	10
Asset Size (Millions)	15	$59.5	$74.2	$77.0	$85.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$15,500	$17,708	$17,675	$19,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,000	17,894	17,675	20,000
Age	12	35	42	40	42
Years with Present Bank	12	9	15	13	19
Years in Position	12	3	6	7	7
No. of Employees Supervised	12	0	3	0	3
Asset Size (Millions)	12	$63.0	$72.2	$70.5	$77.0

INTERNAL AUDITING OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$17,000	$18,729	$18,500	$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,066	18,940	18,500	21,500
Age	12	29	39	37	44
Years with Present Bank	12	3	13	9	17
Years in Position	12	1	3	2	2
No. of Employees Supervised	12	0	8	1	2
Asset Size (Millions)	12	$63.0	$71.9	$70.5	$77.0

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$21,567	$26,597	$25,548	$30,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	21,567	26,597	25,548	30,250
Age	7	30	47	43	60
Years with Present Bank	7	3	11	9	10
Years in Position	7	1	3	3	4
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	7	$62.5	$82.1	$85.0	$92.5

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$25,000	$27,375	$27,000	$28,038
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,000	28,075	29,076	29,788
Age	5	39	48	53	54
Years with Present Bank	5	1	11	12	13
Years in Position	5	1	8	4	6
No. of Employees Supervised	5	2	5	5	5
Asset Size (Millions)	5	$68.0	$79.2	$80.0	$83.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	15	$18,000	$22,352	$20,200	$25,000
Bonus	6	228	1,186	831	1,180
Total Compensation	15	18,000	22,826	20,200	25,000
Age	15	38	46	46	51
Years with Present Bank	15	4	13	13	20
Years in Position	15	2	5	3	5
No. of Employees Supervised	15	0	2	1	2
Asset Size (Millions)	15	$63.0	$74.3	$71.0	$84.0
OPERATIONS OFFICER-SR.					
Base Salary	15	$20,400	$27,177	$30,000	$31,625
Bonus	5	357	2,463	1,100	1,300
Total Compensation	15	21,150	27,998	30,000	32,975
Age	15	36	41	39	46
Years with Present Bank	15	4	14	14	21
Years in Position	15	2	6	3	9
No. of Employees Supervised	15	13	38	28	38
Asset Size (Millions)	15	$68.5	$78.9	$80.0	$88.5
PERSONNEL OFFICER-SR.					
Base Salary	11	$15,150	$20,394	$19,100	$23,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	15,150	20,757	19,100	23,850
Age	11	29	44	42	55
Years with Present Bank	11	4	12	7	12
Years in Position	11	1	4	2	5
No. of Employees Supervised	11	1	19	2	6
Asset Size (Millions)	11	$64.0	$79.0	$82.0	$85.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	$33,500	$35,892	$36,000	$38,125
Bonus	5	506	3,302	1,500	3,250
Total Compensation	13	33,500	37,162	37,000	42,500
Age	12	43	49	49	53
Years with Present Bank	12	8	15	14	19
Years in Position	12	5	10	9	12
No. of Employees Supervised	12	5	10	7	9
Asset Size (Millions)	13	$64.0	$75.2	$73.0	$83.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST OPERATIONS MANAGER					
Base Salary	11	$17,050	$20,218	$18,750	$21,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,050	20,557	18,750	21,900
Age	11	34	44	46	48
Years with Present Bank	11	5	12	11	20
Years in Position	11	1	5	6	9
No. of Employees Supervised	11	2	4	4	6
Asset Size (Millions)	11	$64.0	$77.2	$77.0	$85.5

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $100 TO $249 MILLION

Of the 125 banks submitting data for the New England region, 23 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	23	$61,126	$75,098	$72,800	$85,250
Bonus	5	1,800	6,577	5,600	6,300
Total Compensation	23	61,126	76,528	72,800	87,500
Age	23	47	54	53	60
Years with Present Bank	23	7	17	16	22
Years in Position	23	5	9	8	14
No. of Employees Supervised	23	70	160	150	268
Asset Size (Millions)	23	$116.5	$154.9	$146.0	$175.5
ADVERTISING OFFICER					
Base Salary	9	$14,250	$22,387	$19,000	$28,340
Bonus		INSUFFICIENT DATA			
Total Compensation	9	14,250	22,789	19,000	28,652
Age	9	33	45	48	50
Years with Present Bank	9	2	12	2	19
Years in Position	9	2	4	2	4
No. of Employees Supervised	9	1	1	1	1
Asset Size (Millions)	9	$111.5	$165.3	$154.0	$204.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	15	$29,500	$34,328	$34,200	$37,460
Bonus		INSUFFICIENT DATA			
Total Compensation	15	30,500	34,994	34,200	37,460
Age	15	33	43	44	49
Years with Present Bank	15	3	11	8	15
Years in Position	15	2	6	5	8
No. of Employees Supervised	15	1	3	2	4
Asset Size (Millions)	15	$112.5	$159.0	$150.0	$196.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	16	$31,500	$38,903	$36,750	$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	31,500	39,663	38,500	42,500
Age	16	34	41	41	44
Years with Present Bank	16	3	13	11	17
Years in Position	16	1	3	3	5
No. of Employees Supervised	17	25	94	100	138
Asset Size (Millions)	17	$122.5	$156.9	$146.0	$173.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	17	$18,000	$21,491	$21,400	$22,750
Bonus		INSUFFICIENT DATA			
Total Compensation	17	18,000	21,756	21,400	22,822
Age	17	36	41	40	45
Years with Present Bank	17	4	15	17	23
Years in Position	17	1	5	4	7
No. of Employees Supervised	17	10	13	12	14
Asset Size (Millions)	17	$124.0	$160.3	$150.0	$179.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	20	$14,000	$16,131	$15,060	$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,000	16,340	15,560	17,400
Age	20	31	40	35	51
Years with Present Bank	20	5	11	10	13
Years in Position	20	2	5	3	4
No. of Employees Supervised	20	5	6	6	8
Asset Size (Millions)	20	$115.0	$156.3	$144.0	$193.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	$25,500	$29,500	$30,500	$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,500	30,000	30,500	31,500
Age	6	31	45	44	53
Years with Present Bank	6	1	7	4	9
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	3	1	2
Asset Size (Millions)	6	$110.0	$128.7	$133.0	$138.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	15	$14,650	$18,839	$17,000	$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	14,650	18,889	17,000	23,240
Age	15	28	38	36	46
Years with Present Bank	15	1	8	5	13
Years in Position	15	1	2	1	3
No. of Employees Supervised	15	1	5	3	5
Asset Size (Millions)	15	$109.0	$156.3	$146.0	$196.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	$32,750	$40,254	$43,000	$46,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	34,250	40,772	44,000	46,470
Age	14	38	48	46	54
Years with Present Bank	14	3	15	11	21
Years in Position	14	2	4	3	8
No. of Employees Supervised	14	4	14	10	14
Asset Size (Millions)	14	$119.0	$153.7	$146.0	$173.5
COMMERCIAL LOAN OFFICER					
Base Salary	17	$23,700	$28,499	$29,000	$31,750
Bonus		INSUFFICIENT DATA			
Total Compensation	17	23,700	28,692	30,160	32,000
Age	17	35	42	40	45
Years with Present Bank	17	2	8	4	8
Years in Position	17	1	6	2	5
No. of Employees Supervised	17	0	2	1	3
Asset Size (Millions)	17	$124.0	$162.1	$150.0	$196.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	$16,750	$20,704	$22,000	$22,800
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,750	20,940	22,000	22,800
Age	11	31	34	32	36
Years with Present Bank	11	1	4	4	7
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	0	1	0	0
Asset Size (Millions)	11	$120.0	$163.2	$150.0	$196.5
EDP OFFICER-SR.					
Base Salary	10	$17,250	$27,651	$30,000	$31,300
Bonus		INSUFFICIENT DATA			
Total Compensation	10	17,403	28,011	30,000	32,850
Age	10	32	39	38	45
Years with Present Bank	10	5	9	9	11
Years in Position	10	1	5	5	9
No. of Employees Supervised	10	7	26	25	37
Asset Size (Millions)	10	$112.5	$160.8	$145.0	$196.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$22,500	$28,457	$26,836	$32,655
Bonus	5	440	1,834	900	2,145
Total Compensation	19	22,500	28,940	26,836	32,655
Age	19	35	44	39	54
Years with Present Bank	19	3	15	15	22
Years in Position	19	2	7	5	10
No. of Employees Supervised	19	5	13	7	11
Asset Size (Millions)	19	$112.5	$152.5	$142.0	$175.5

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$15,000	$18,220	$16,000	$19,240
Bonus		INSUFFICIENT DATA			
Total Compensation	16	15,000	18,526	16,000	19,795
Age	16	33	37	36	40
Years with Present Bank	16	3	7	6	8
Years in Position	16	1	4	3	5
No. of Employees Supervised	16	2	4	3	6
Asset Size (Millions)	16	$136.0	$161.6	$148.0	$193.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$20,000	$25,128	$25,136	$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	20,000	25,488	25,136	29,000
Age	16	31	39	37	44
Years with Present Bank	16	7	11	9	15
Years in Position	16	2	5	4	5
No. of Employees Supervised	16	4	12	8	15
Asset Size (Millions)	16	$130.0	$163.8	$148.0	$200.0

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$14,800	$20,164	$19,375	$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,800	20,300	19,406	22,000
Age	20	29	40	36	50
Years with Present Bank	20	5	11	9	15
Years in Position	20	1	5	3	5
No. of Employees Supervised	20	0	4	3	4
Asset Size (Millions)	20	$118.0	$158.0	$148.0	$193.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	17	$16,635	$19,518	$18,800	$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	17	16,635	19,681	18,907	20,500
Age	17	31	37	36	43
Years with Present Bank	17	1	7	8	11
Years in Position	17	1	3	2	4
No. of Employees Supervised	17	1	2	1	2
Asset Size (Millions)	17	$127.0	$163.9	$150.0	$196.5
LOAN REVIEW OFFICER					
Base Salary	5	$16,250	$21,700	$22,000	$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,250	21,754	22,000	24,500
Age	5	29	36	31	35
Years with Present Bank	5	2	6	8	9
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$120.0	$169.6	$150.0	$187.5
MARKETING DIRECTOR					
Base Salary	14	$15,750	$23,013	$19,100	$30,494
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,835	23,261	19,100	30,494
Age	15	32	41	35	50
Years with Present Bank	15	2	6	3	9
Years in Position	15	2	3	3	4
No. of Employees Supervised	15	0	1	1	1
Asset Size (Millions)	15	$116.5	$161.9	$150.0	$200.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	15	$19,500	$25,590	$25,000	$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	15	19,500	25,897	25,000	31,000
Age	15	34	46	46	57
Years with Present Bank	15	5	11	9	13
Years in Position	15	1	4	3	6
No. of Employees Supervised	15	3	5	4	6
Asset Size (Millions)	15	$122.5	$163.1	$150.0	$204.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$17,750	$25,841	$24,000	$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,750	26,713	25,100	28,500
Age	9	35	48	47	60
Years with Present Bank	9	8	18	18	24
Years in Position	9	2	6	3	9
No. of Employees Supervised	9	1	3	2	3
Asset Size (Millions)	9	$129.0	$153.3	$150.0	$154.0

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$12,500	$16,021	$15,924	$19,200
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,500	16,254	15,924	19,200
Age	12	30	35	32	38
Years with Present Bank	12	4	10	7	13
Years in Position	12	1	3	3	4
No. of Employees Supervised	11	0	1	0	2
Asset Size (Millions)	12	$130.0	$156.7	$141.0	$158.0

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$13,050	$15,035	$14,900	$16,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,491	15,324	14,900	16,850
Age	10	31	46	46	59
Years with Present Bank	10	3	13	12	22
Years in Position	10	1	5	3	5
No. of Employees Supervised	10	0	6	3	10
Asset Size (Millions)	10	$120.0	$170.1	$166.5	$204.0

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$9,518	$10,879	$10,775	$11,400
Bonus		INSUFFICIENT DATA			
Total Compensation	10	9,518	10,929	10,950	11,400
Age	10	24	25	25	26
Years with Present Bank	10	1	1	1	1
Years in Position	10	1	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	$148.0	$173.9	$156.0	$204.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	21	$22,400	$28,915	$30,000	$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	21	23,128	29,172	30,000	34,000
Age	20	32	41	41	47
Years with Present Bank	21	6	11	9	15
Years in Position	21	1	4	2	6
No. of Employees Supervised	21	10	46	34	58
Asset Size (Millions)	21	$124.0	$155.0	$146.0	$156.0
PERSONNEL OFFICER-SR.					
Base Salary	18	$19,400	$24,042	$24,500	$26,600
Bonus		INSUFFICIENT DATA			
Total Compensation	18	19,400	24,404	24,859	26,600
Age	18	39	48	49	57
Years with Present Bank	18	7	14	13	16
Years in Position	18	2	5	3	7
No. of Employees Supervised	18	2	16	3	6
Asset Size (Millions)	18	$133.0	$158.4	$148.0	$175.5
SECURITY OFFICER-SR.					
Base Salary	14	$17,500	$21,618	$20,125	$25,100
Bonus		INSUFFICIENT DATA			
Total Compensation	14	18,295	21,760	20,125	25,100
Age	14	38	46	48	52
Years with Present Bank	14	5	16	16	23
Years in Position	14	2	6	6	8
No. of Employees Supervised	14	0	17	3	11
Asset Size (Millions)	14	$116.5	$167.9	$156.0	$204.0
TRAINING DIRECTOR					
Base Salary	5	$11,500	$12,664	$13,000	$13,260
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,750	12,816	13,260	13,390
Age	5	29	34	31	33
Years with Present Bank	5	2	6	3	4
Years in Position	5	2	2	2	2
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$134.0	$180.2	$200.0	$204.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	15	$28,040	$35,365	$34,800	$42,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	28,040	35,998	34,800	42,500
Age	15	42	47	47	52
Years with Present Bank	15	5	14	11	18
Years in Position	15	1	7	4	13
No. of Employees Supervised	15	3	11	8	17
Asset Size (Millions)	15	$109.0	$153.2	$142.0	$177.0
TRUST OPERATIONS MANAGER					
Base Salary	12	$15,500	$21,578	$22,425	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,500	21,828	22,425	27,000
Age	12	32	39	39	43
Years with Present Bank	12	4	12	9	13
Years in Position	12	2	6	5	8
No. of Employees Supervised	12	4	6	5	6
Asset Size (Millions)	12	$115.0	$162.0	$148.0	$200.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $250 TO $499 MILLION

Of the 125 banks submitting data for the New England region, 11 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$82,250	$99,008	$90,000	$108,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	83,900	104,058	95,200	113,125
Age	11	46	51	49	57
Years with Present Bank	11	5	11	8	16
Years in Position	11	2	7	6	9
No. of Employees Supervised	11	220	416	415	569
Asset Size (Millions)	11	$302.0	$362.1	$343.0	$401.5

ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$17,500	$20,548	$21,740	$21,870
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,500	20,548	21,740	21,870
Age	5	30	36	31	37
Years with Present Bank	5	2	7	8	9
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	1	1	1
Asset Size (Millions)	5	$289.0	$370.6	$390.0	$395.0

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$33,500	$40,261	$38,730	$44,625
Bonus	5	1,800	2,681	2,105	2,303
Total Compensation	8	37,000	41,936	40,533	44,625
Age	8	37	47	47	56
Years with Present Bank	8	4	12	10	11
Years in Position	8	1	6	4	7
No. of Employees Supervised	8	2	9	6	7
Asset Size (Millions)	8	$281.0	$365.9	$366.5	$400.0

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$31,600	$38,716	$37,000	$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	31,600	40,656	43,300	44,625
Age	8	39	46	45	54
Years with Present Bank	8	7	16	15	17
Years in Position	8	2	5	5	6
No. of Employees Supervised	8	101	164	161	194
Asset Size (Millions)	8	$281.0	$357.1	$336.5	$390.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$20,745	$23,048	$23,000	$24,722
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,945	23,359	23,000	24,722
Age	9	43	47	48	51
Years with Present Bank	9	8	17	15	25
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	12	14	13	15
Asset Size (Millions)	9	$302.0	$359.7	$330.0	$395.0

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$18,150	$19,497	$19,233	$20,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,250	19,850	19,366	21,250
Age	10	32	40	40	44
Years with Present Bank	10	8	13	10	16
Years in Position	10	2	5	4	7
No. of Employees Supervised	10	6	7	7	8
Asset Size (Millions)	10	$302.0	$358.0	$336.5	$395.0

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$18,750	$23,748	$25,495	$26,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,750	24,082	25,495	26,800
Age	6	33	45	40	51
Years with Present Bank	6	7	15	12	13
Years in Position	6	4	8	7	10
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$289.0	$363.8	$360.0	$395.0

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$15,150	$22,781	$23,004	$24,952
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,150	22,781	23,004	24,952
Age	5	32	40	36	37
Years with Present Bank	5	7	10	10	11
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	3	6	5	6
Asset Size (Millions)	5	$288.5	$370.4	$390.0	$395.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	$32,000	$44,203	$45,313	$49,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	33,280	46,580	47,619	53,000
Age	8	40	47	47	51
Years with Present Bank	8	4	11	11	13
Years in Position	8	2	6	7	9
No. of Employees Supervised	7	5	17	8	24
Asset Size (Millions)	8	$281.0	$350.0	$333.5	$390.0
COMMERCIAL LOAN OFFICER					
Base Salary	8	$26,500	$32,625	$33,100	$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	27,560	33,499	35,066	37,000
Age	8	33	40	37	41
Years with Present Bank	8	1	10	9	11
Years in Position	8	1	5	6	7
No. of Employees Supervised	8	0	2	1	4
Asset Size (Millions)	8	$281.0	$350.0	$333.5	$390.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	6	$16,650	$22,300	$22,500	$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,650	23,133	22,500	23,500
Age	6	27	32	33	34
Years with Present Bank	6	3	7	6	9
Years in Position	6	1	2	1	3
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$288.5	$362.7	$357.0	$395.0
EDP OFFICER-SR.					
Base Salary	6	$22,500	$34,971	$34,000	$44,163
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,700	35,038	34,000	44,163
Age	6	36	42	39	45
Years with Present Bank	6	4	10	10	13
Years in Position	6	1	4	5	6
No. of Employees Supervised	6	16	52	36	45
Asset Size (Millions)	6	$302.0	$388.7	$396.5	$426.5

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
FINANCIAL OFFICER-SR.					
Base Salary	11	$29,813	$35,375	$37,500	$39,400
Bonus		INSUFFICIENT DATA			
Total Compensation	11	29,813	36,246	39,000	40,500
Age	11	35	40	37	43
Years with Present Bank	11	4	9	7	11
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	5	12	9	13
Asset Size (Millions)	11	$302.0	$362.1	$343.0	$401.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	$13,955	$16,982	$16,375	$17,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,955	16,982	16,375	17,150
Age	6	28	40	39	45
Years with Present Bank	6	2	5	4	7
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	6	9	8	11
Asset Size (Millions)	6	$267.5	$355.7	$357.0	$395.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	$22,600	$29,804	$28,750	$30,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,000	30,604	28,750	32,750
Age	6	36	46	48	52
Years with Present Bank	6	5	13	13	14
Years in Position	6	0	5	6	8
No. of Employees Supervised	6	9	13	13	15
Asset Size (Millions)	6	$267.5	$364.0	$357.0	$420.0
INSTALMENT LOAN OFFICER					
Base Salary	7	$15,950	$22,943	$24,500	$27,350
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,950	23,832	25,480	29,350
Age	7	32	41	40	44
Years with Present Bank	7	3	11	12	17
Years in Position	7	3	6	5	8
No. of Employees Supervised	7	0	6	3	8
Asset Size (Millions)	7	$288.5	$367.0	$343.0	$420.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	9	$23,750	$27,925	$28,000	$29,850
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,220	28,518	28,000	29,850
Age	9	37	41	38	41
Years with Present Bank	9	4	11	11	15
Years in Position	9	1	5	6	8
No. of Employees Supervised	9	3	5	5	7
Asset Size (Millions)	9	$302.0	$361.4	$343.0	$396.5
LOAN REVIEW OFFICER					
Base Salary	5	$16,239	$24,575	$21,500	$22,700
Bonus		INSUFFICIENT DATA			
Total Compensation	5	16,239	24,575	21,500	22,700
Age	5	32	39	35	36
Years with Present Bank	5	3	11	5	7
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	1	2	1	2
Asset Size (Millions)	5	$267.5	$348.0	$330.0	$360.0
MARKETING DIRECTOR					
Base Salary	11	$23,500	$33,843	$36,000	$38,175
Bonus		INSUFFICIENT DATA			
Total Compensation	11	23,500	34,581	37,000	40,025
Age	11	37	44	46	49
Years with Present Bank	11	2	11	10	15
Years in Position	11	2	6	7	9
No. of Employees Supervised	11	1	3	3	4
Asset Size (Millions)	11	$302.0	$362.1	$343.0	$401.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	$19,675	$31,059	$35,000	$39,080
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,025	31,459	35,000	39,600
Age	7	35	44	43	50
Years with Present Bank	7	4	13	8	16
Years in Position	7	2	6	5	9
No. of Employees Supervised	7	3	12	4	15
Asset Size (Millions)	7	$267.5	$360.4	$330.0	$425.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$19,200	$25,153	$25,163	$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,100	25,608	25,653	28,000
Age	8	34	39	37	42
Years with Present Bank	8	6	13	14	16
Years in Position	8	1	5	4	8
No. of Employees Supervised	8	1	3	3	3
Asset Size (Millions)	8	$281.0	$366.6	$366.5	$400.0

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$14,789	$18,896	$19,200	$19,452
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,789	19,076	19,704	19,902
Age	5	28	32	31	34
Years with Present Bank	5	5	10	11	12
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$322.0	$395.8	$400.0	$425.0

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$10,591	$11,399	$11,000	$11,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	10,691	11,432	11,000	11,800
Age	6	23	26	25	26
Years with Present Bank	6	1	2	1	1
Years in Position	6	1	1	1	1
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	6	$302.0	$390.3	$401.5	$426.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$26,500	$34,660	$31,550	$39,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,500	35,854	32,832	39,350
Age	10	35	44	43	49
Years with Present Bank	10	9	15	12	20
Years in Position	10	1	3	2	6
No. of Employees Supervised	10	33	82	78	112
Asset Size (Millions)	10	$302.0	$358.0	$336.5	$395.0

GEOGRAPHIC REGION: 1
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	10	$23,850	$28,283	$25,500	$29,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	23,850	28,643	26,250	29,350
Age	10	35	45	46	52
Years with Present Bank	10	3	11	8	14
Years in Position	10	2	5	3	6
No. of Employees Supervised	10	3	5	4	6
Asset Size (Millions)	10	$302.0	$365.9	$366.5	$401.5
SECURITY OFFICER-SR.					
Base Salary	7	$18,550	$23,557	$24,200	$26,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,550	24,063	24,200	27,070
Age	7	37	53	56	62
Years with Present Bank	7	7	12	12	13
Years in Position	7	1	5	4	8
No. of Employees Supervised	7	0	23	0	2
Asset Size (Millions)	7	$288.5	$359.9	$343.0	$395.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	6	$37,750	$46,333	$47,250	$48,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,600	49,681	48,942	51,000
Age	6	39	49	52	54
Years with Present Bank	6	7	15	14	21
Years in Position	6	3	6	5	7
No. of Employees Supervised	6	15	24	24	28
Asset Size (Millions)	6	$267.5	$355.7	$357.0	$395.0
TRUST OPERATIONS MANAGER					
Base Salary	7	$20,300	$24,014	$23,000	$26,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,300	24,300	23,000	26,750
Age	7	38	42	41	44
Years with Present Bank	7	5	11	11	14
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	7	10	10	11
Asset Size (Millions)	7	$267.5	$351.0	$324.0	$395.0

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $500 TO $999 MILLION

Of the 125 banks submitting data for the New England region, two banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.

GEOGRAPHIC REGION I: NEW ENGLAND

ASSET SIZE: $1 BILLION AND OVER

Of the 125 banks submitting data for the New England region, five banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Commercial Loan Officer
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
Financial Officer-Sr.
Instalment Loan Collection Manager
Instalment Loan Department Manager
Instalment Loan Officer
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Operations Officer-Sr.
Security Officer-Sr.
Training Director
Trust Department Officer-Sr.
Trust Operations Manager

GEOGRAPHIC REGION: 1
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	5	$160,768	$183,310	$185,000	$192,508
Bonus		INSUFFICIENT DATA			
Total Compensation	5	160,768	191,310	200,016	205,008
Age	5	54	55	54	55
Years with Present Bank	5	7	21	20	27
Years in Position	5	2	5	6	6
No. of Employees Supervised	5	1,598	2,504	2,213	2,803
Asset Size (Millions)	5	$1,146.0	$2,231.2	$2,764.0	$2,807.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	5	$49,383	$64,656	$70,000	$72,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	49,383	67,656	75,000	77,256
Age	5	38	45	45	47
Years with Present Bank	5	9	16	12	17
Years in Position	5	3	7	5	6
No. of Employees Supervised	5	3	25	26	31
Asset Size (Millions)	5	$1,146.0	$2,231.2	$2,764.0	$2,807.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	5	$34,853	$41,741	$37,000	$38,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,853	42,141	39,000	39,000
Age	5	33	42	46	47
Years with Present Bank	5	4	12	7	13
Years in Position	5	2	5	4	4
No. of Employees Supervised	5	15	24	26	28
Asset Size (Millions)	5	$1,146.0	$2,231.2	$2,764.0	$2,807.0
PERSONNEL OFFICER-SR.					
Base Salary	5	$32,500	$44,740	$36,100	$41,550
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,550	45,148	38,000	42,521
Age	5	24	36	39	43
Years with Present Bank	5	8	12	12	13
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	12	28	26	32
Asset Size (Millions)	5	$1,146.0	$2,231.2	$2,764.0	$2,807.0

Cash Compensation Data

Region II: Mid-Atlantic

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

BEST AVAILABLE COPY

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, two banks were in the Less Than $10 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 18 positions in this asset size category.

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $10 TO $19 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, eight banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	8	$21,000	$27,706	$26,900	$29,400
Bonus	6	1,291	2,345	2,743	2,930
Total Compensation	8	23,625	29,465	29,055	32,400
Age	8	50	58	59	61
Years with Present Bank	8	19	28	28	30
Years in Position	8	2	11	9	16
No. of Employees Supervised	8	7	14	13	18
Asset Size (Millions)	8	$13.0	$15.0	$15.5	$17.0
SECOND RANKING OFFICER					
Base Salary	8	$15,000	$19,701	$18,080	$25,200
Bonus	6	868	1,682	1,733	1,820
Total Compensation	8	15,300	20,963	18,938	25,856
Age	8	39	48	47	51
Years with Present Bank	8	12	19	21	21
Years in Position	8	5	9	8	8
No. of Employees Supervised	7	2	11	9	20
Asset Size (Millions)	8	$13.0	$15.0	$15.5	$17.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $20 TO $29 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 18 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Controller
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $20 TO $29 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$29,400	$37,224	$35,000	$43,631
Bonus	14	1,450	3,111	2,500	4,613
Total Compensation	18	30,210	39,644	37,600	46,594
Age	18	46	55	57	60
Years with Present Bank	18	10	21	20	26
Years in Position	16	6	10	8	14
No. of Employees Supervised	17	18	22	21	24
Asset Size (Millions)	18	$21.5	$23.6	$23.5	$25.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$20,000	$23,451	$23,000	$25,700
Bonus	13	975	2,322	1,800	2,700
Total Compensation	16	21,100	25,338	24,550	29,500
Age	16	32	45	47	52
Years with Present Bank	16	7	17	13	22
Years in Position	15	2	7	7	10
No. of Employees Supervised	15	5	11	10	18
Asset Size (Millions)	16	$21.0	$23.5	$23.5	$25.0

BRANCH MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$12,500	$14,714	$14,280	$16,500
Bonus	6	593	1,143	1,150	1,400
Total Compensation	8	12,500	15,571	14,780	17,710
Age	8	28	34	35	35
Years with Present Bank	8	5	10	11	11
Years in Position	8	1	5	3	7
No. of Employees Supervised	7	2	7	4	6
Asset Size (Millions)	8	$20.0	$22.6	$22.0	$23.0

COMMERCIAL LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$14,850	$17,240	$16,000	$16,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,500	19,145	17,650	17,675
Age	5	35	41	44	45
Years with Present Bank	5	4	7	5	8
Years in Position	5	2	5	3	4
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$23.0	$24.8	$26.0	$26.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	7	$16,050	$20,334	$19,400	$21,920
Bonus	5	1,150	2,320	1,800	2,150
Total Compensation	7	17,150	21,991	19,800	24,420
Age	7	29	37	35	42
Years with Present Bank	7	5	8	7	9
Years in Position	7	3	6	5	8
No. of Employees Supervised	7	0	5	2	4
Asset Size (Millions)	7	$20.5	$23.6	$23.0	$25.0
OPERATIONS OFFICER-SR.					
Base Salary	7	$12,250	$18,043	$19,000	$21,900
Bonus	5	1,900	3,450	2,500	3,750
Total Compensation	7	14,650	20,507	19,000	24,250
Age	7	28	38	39	46
Years with Present Bank	7	3	11	8	14
Years in Position	7	1	3	2	4
No. of Employees Supervised	7	5	9	8	11
Asset Size (Millions)	7	$20.0	$23.0	$23.0	$24.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $30 TO $39 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 16 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Instalment Loan Collector
Instalment Loan Officer-Sr.
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 2
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	15	$28,950	$39,702	$40,000	$47,129
Bonus	12	1,300	3,753	3,529	6,000
Total Compensation	15	29,650	42,705	43,100	53,165
Age	15	41	47	47	56
Years with Present Bank	15	5	20	21	30
Years in Position	15	4	10	7	12
No. of Employees Supervised	14	27	36	37	41
Asset Size (Millions)	15	$34.0	$36.0	$37.0	$38.0
SECOND RANKING OFFICER					
Base Salary	14	$21,515	$31,920	$31,277	$37,200
Bonus	13	873	2,497	1,836	2,904
Total Compensation	14	23,160	34,238	33,322	39,264
Age	14	42	48	48	53
Years with Present Bank	14	6	16	19	22
Years in Position	14	4	9	7	12
No. of Employees Supervised	14	7	23	24	34
Asset Size (Millions)	14	$34.0	$36.1	$37.0	$38.0
BRANCH MANAGER					
Base Salary	12	$14,400	$16,908	$16,950	$17,940
Bonus	11	321	1,187	990	1,740
Total Compensation	12	14,700	17,996	17,850	19,320
Age	12	32	43	36	55
Years with Present Bank	12	4	10	8	13
Years in Position	12	3	6	6	7
No. of Employees Supervised	12	3	5	5	5
Asset Size (Millions)	12	$33.0	$35.8	$37.0	$37.0
CONTROLLER					
Base Salary	5	$16,361	$21,052	$21,000	$23,370
Bonus	5	582	1,313	1,572	1,710
Total Compensation	5	17,527	22,365	21,404	24,526
Age	5	30	43	39	46
Years with Present Bank	5	3	8	7	9
Years in Position	5	2	4	3	4
No. of Employees Supervised	5	0	3	0	3
Asset Size (Millions)	5	$33.5	$36.8	$39.0	$39.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	10	$18,000	$21,773	$21,956	$23,184
Bonus	7	283	1,370	1,000	2,350
Total Compensation	10	18,368	22,732	22,139	24,600
Age	10	35	43	41	44
Years with Present Bank	10	5	19	19	25
Years in Position	10	2	5	4	5
No. of Employees Supervised	10	3	8	7	8
Asset Size (Millions)	10	$33.5	$35.6	$36.0	$37.5
INSTALMENT LOAN OFFICER-JR.					
Base Salary	5	$10,950	$14,742	$14,850	$15,705
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,348	15,528	15,136	16,848
Age	5	31	38	37	40
Years with Present Bank	5	2	10	9	14
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	2	0	2
Asset Size (Millions)	5	$33.5	$36.0	$37.0	$37.0
INTERNAL AUDITING OFFICER					
Base Salary	7	$11,550	$14,697	$13,500	$17,000
Bonus	5	249	1,019	1,370	1,375
Total Compensation	7	11,650	15,425	14,857	17,984
Age	7	28	45	47	57
Years with Present Bank	7	1	11	11	16
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	0	0	1
Asset Size (Millions)	7	$35.5	$37.3	$37.0	$38.5
OFFICER TRAINEE					
Base Salary	5	$10,168	$11,784	$11,600	$12,292
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,452	12,288	11,600	12,917
Age	5	24	30	28	33
Years with Present Bank	5	1	6	3	6
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	1	0	2
Asset Size (Millions)	5	$33.5	$36.2	$37.0	$37.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $30 TO $39 MILLION

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$17,400	$20,267	$19,000	$20,669
Bonus	7	814	2,116	1,900	2,039
Total Compensation	9	17,750	21,913	20,563	21,876
Age	9	33	41	40	43
Years with Present Bank	9	10	18	18	20
Years in Position	9	1	5	4	9
No. of Employees Supervised	9	7	12	10	16
Asset Size (Millions)	9	$35.0	$36.3	$37.0	$37.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$12,000	$15,158	$13,769	$14,200
Bonus	5	277	680	448	624
Total Compensation	8	12,000	15,584	13,919	14,454
Age	8	27	41	42	52
Years with Present Bank	7	3	10	5	11
Years in Position	7	1	3	2	4
No. of Employees Supervised	8	3	11	4	6
Asset Size (Millions)	8	$32.0	$35.5	$36.5	$37.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $40 TO $49 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 22 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed $49 million. The reason for this being is that banks with assets just over $50 million were instructed to complete the under $50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 2
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	22	$39,000	$46,233	$44,050	$53,250
Bonus	8	2,216	3,728	3,575	4,375
Total Compensation	22	40,000	47,589	44,500	55,000
Age	22	46	52	53	57
Years with Present Bank	22	10	20	16	27
Years in Position	22	5	9	8	12
No. of Employees Supervised	22	40	50	50	59
Asset Size (Millions)	22	$43.0	$46.8	$45.5	$50.5
SECOND RANKING OFFICER					
Base Salary	22	$27,060	$33,335	$29,500	$37,246
Bonus	8	1,665	3,242	2,913	3,645
Total Compensation	22	27,800	34,514	30,94[illegible]	37,246
Age	22	39	46	48	53
Years with Present Bank	22	6	16	12	25
Years in Position	22	2	5	5	8
No. of Employees Supervised	21	10	38	35	57
Asset Size (Millions)	22	$43.0	$46.8	$45.5	$50.5
BRANCH MANAGER					
Base Salary	20	$14,000	$17,562	$16,130	$21,000
Bonus	7	517	1,518	1,626	1,950
Total Compensation	20	14,000	18,093	16,604	23,000
Age	18	33	41	35	49
Years with Present Bank	20	5	12	9	16
Years in Position	20	1	4	4	7
No. of Employees Supervised	19	5	9	6	9
Asset Size (Millions)	20	$44.0	$47.3	$46.0	$51.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$17,660	$22,304	$21,200	$24,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,113	23,152	23,320	25,410
Age	5	30	40	37	44
Years with Present Bank	5	4	7	6	7
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	0	2	1	1
Asset Size (Millions)	5	$42.0	$46.2	$46.0	$46.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	12	$16,013	$23,898	$24,000	$29,000
Bonus	5	892	1,552	1,200	1,215
Total Compensation	12	16,013	24,545	24,000	30,200
Age	12	33	43	41	47
Years with Present Bank	12	4	12	7	14
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	1	13	6	20
Asset Size (Millions)	12	$44.0	$47.4	$46.0	$50.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$13,000	$17,100	$15,500	$17,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,000	17,300	15,500	17,250
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	16	6	8
Years in Position	5	4	5	4	4
No. of Employees Supervised	5	3	4	4	5
Asset Size (Millions)	5	$43.0	$46.6	$45.0	$47.5
CONTROLLER					
Base Salary	10	$15,980	$22,718	$19,525	$28,156
Bonus	6	814	1,553	1,498	1,843
Total Compensation	10	16,789	23,650	20,273	28,156
Age	10	28	37	36	42
Years with Present Bank	10	2	8	4	9
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	1	20	12	38
Asset Size (Millions)	10	$42.5	$47.1	$46.5	$50.5
GENERAL LOAN OFFICER					
Base Salary	8	$16,500	$21,393	$22,750	$23,640
Bonus	6	607	1,371	1,425	1,725
Total Compensation	8	18,150	22,421	24,035	25,200
Age	8	36	43	45	46
Years with Present Bank	8	2	12	9	20
Years in Position	8	2	6	4	4
No. of Employees Supervised	7	0	11	4	7
Asset Size (Millions)	8	$44.0	$46.9	$46.5	$48.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	8	$9,880	$12,275	$11,967	$12,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	9,880	12,690	11,967	12,200
Age	8	26	36	33	45
Years with Present Bank	8	1	3	3	4
Years in Position	8	0	3	3	3
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	$43.0	$45.9	$45.5	$46.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	16	$15,000	$18,819	$19,250	$20,000
Bonus	8	487	1,141	1,335	1,392
Total Compensation	16	16,300	19,389	19,300	21,332
Age	15	32	39	35	44
Years with Present Bank	16	5	9	8	15
Years in Position	16	1	4	4	6
No. of Employees Supervised	15	2	5	4	6
Asset Size (Millions)	16	$44.0	$47.6	$46.5	$52.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	8	$10,500	$13,585	$13,500	$15,700
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,762	13,914	14,100	15,700
Age	7	25	41	41	54
Years with Present Bank	8	2	10	6	8
Years in Position	8	1	5	3	5
No. of Employees Supervised	7	1	3	2	4
Asset Size (Millions)	8	$44.0	$46.6	$45.0	$48.0
INTERNAL AUDITING OFFICER					
Base Salary	6	$11,660	$16,470	$16,500	$18,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,792	17,006	16,500	19,150
Age	6	27	35	33	39
Years with Present Bank	6	0	5	3	7
Years in Position	6	0	2	2	3
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	$43.5	$46.7	$45.5	$48.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $40 TO $49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$19,791	$21,395	$21,476	$21,946
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,738	21,786	21,540	21,978
Age	5	37	45	47	49
Years with Present Bank	5	10	18	15	22
Years in Position	5	3	6	5	8
No. of Employees Supervised	5	2	3	2	3
Asset Size (Millions)	5	$42.5	$45.4	$44.0	$45.0

OFFICER TRAINEE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$9,000	$11,722	$11,070	$13,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	9,900	12,180	11,070	15,180
Age	7	23	31	29	35
Years with Present Bank	8	1	5	2	5
Years in Position	8	1	1	1	1
No. of Employees Supervised	8	0	1	0	1
Asset Size (Millions)	8	$46.0	$49.4	$50.5	$52.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$17,810	$20,750	$20,000	$24,000
Bonus	5	890	1,631	1,977	1,989
Total Compensation	11	18,229	21,491	20,100	24,680
Age	10	30	41	42	46
Years with Present Bank	11	6	18	19	24
Years in Position	11	1	4	3	7
No. of Employees Supervised	10	18	32	24	40
Asset Size (Millions)	11	$43.5	$48.4	$48.0	$52.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$11,500	$14,515	$13,600	$15,120
Bonus		INSUFFICIENT DATA			
Total Compensation	8	11,787	14,763	13,600	15,300
Age	7	26	29	27	31
Years with Present Bank	8	2	7	6	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	4	10	9	14
Asset Size (Millions)	8	$44.0	$45.8	$44.5	$45.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER					
Base Salary	6	$11,000	$14,893	$15,750	$16,890
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,150	15,232	16,063	17,725
Age	6	31	42	39	46
Years with Present Bank	6	5	11	8	10
Years in Position	6	1	5	3	6
No. of Employees Supervised	6	0	23	4	34
Asset Size (Millions)	6	$41.5	$45.2	$45.0	$45.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $50 TO $99 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 42 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Loan Review Officer
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Training Director

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	41	$45,016	$54,837	$54,600	$60,000
Bonus	17	2,958	9,156	4,000	7,446
Total Compensation	41	45,716	58,634	57,692	61,358
Age	41	45	52	53	58
Years with Present Bank	41	11	19	17	28
Years in Position	41	4	8	7	12
No. of Employees Supervised	40	62	74	73	94
Asset Size (Millions)	41	$66.5	$77.6	$78.0	$86.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	5	$31,500	$36,499	$35,000	$36,748
Bonus		INSUFFICIENT DATA			
Total Compensation	5	32,971	37,788	38,496	38,498
Age	5	35	44	41	45
Years with Present Bank	5	5	14	8	15
Years in Position	5	2	5	7	7
No. of Employees Supervised	5	2	4	4	5
Asset Size (Millions)	5	$69.0	$79.8	$75.0	$81.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	18	$21,313	$27,616	$25,863	$31,700
Bonus	8	1,100	2,236	1,825	2,952
Total Compensation	18	22,032	28,610	26,413	33,195
Age	18	37	43	41	48
Years with Present Bank	18	7	12	11	14
Years in Position	18	1	2	2	4
No. of Employees Supervised	17	14	38	32	59
Asset Size (Millions)	18	$71.0	$81.6	$80.5	$94.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	21	$16,830	$20,153	$19,100	$20,429
Bonus	8	818	1,174	1,135	1,240
Total Compensation	21	17,936	20,600	19,918	20,429
Age	21	33	43	42	52
Years with Present Bank	21	7	12	10	14
Years in Position	21	2	4	3	5
No. of Employees Supervised	20	10	13	12	15
Asset Size (Millions)	21	$68.5	$81.5	$84.0	$92.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	38	$15,350	$17,326	$16,750	$19,172
Bonus	16	618	1,095	896	1,375
Total Compensation	38	15,700	17,787	17,368	19,300
Age	38	32	43	41	52
Years with Present Bank	38	5	12	11	17
Years in Position	38	1	6	4	9
No. of Employees Supervised	37	5	6	6	7
Asset Size (Millions)	38	$66.0	$77.7	$77.5	$86.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	7	$19,360	$27,231	$29,200	$32,100
Bonus		INSUFFICIENT DATA			
Total Compensation	7	19,697	27,956	29,200	32,600
Age	7	36	51	50	60
Years with Present Bank	7	2	6	2	6
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	$58.5	$78.9	$84.0	$94.5
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$15,400	$22,682	$17,525	$22,405
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,920	23,025	18,202	22,744
Age	5	45	55	53	54
Years with Present Bank	5	7	12	14	16
Years in Position	5	2	6	3	6
No. of Employees Supervised	5	0	2	0	1
Asset Size (Millions)	5	$65.0	$76.8	$68.0	$77.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	7	$15,500	$30,472	$31,407	$41,200
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,500	31,465	36,157	41,200
Age	7	33	41	42	46
Years with Present Bank	7	4	10	7	14
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	3	8	8	12
Asset Size (Millions)	7	$63.0	$79.0	$77.0	$90.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	19	$22,200	$28,508	$30,000	$31,941
Bonus	7	782	3,400	2,500	4,200
Total Compensation	19	23,250	29,760	30,380	35,200
Age	19	37	43	42	48
Years with Present Bank	19	5	9	8	11
Years in Position	19	3	6	5	7
No. of Employees Supervised	18	5	8	8	11
Asset Size (Millions)	19	$69.0	$79.7	$80.0	$86.5
COMMERCIAL LOAN OFFICER					
Base Salary	24	$19,000	$26,198	$23,264	$29,300
Bonus	10	1,246	2,639	1,850	2,838
Total Compensation	24	19,360	27,297	23,843	30,175
Age	24	33	42	43	49
Years with Present Bank	24	4	12	10	18
Years in Position	24	2	4	3	6
No. of Employees Supervised	24	1	3	3	4
Asset Size (Millions)	24	$66.0	$77.8	$76.0	$86.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	$12,000	$18,577	$17,500	$23,625
Bonus	6	820	1,505	1,337	1,740
Total Compensation	11	12,000	19,398	17,500	24,860
Age	11	29	36	35	40
Years with Present Bank	11	2	9	6	13
Years in Position	11	1	3	2	4
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	11	$64.5	$75.8	$73.0	$84.0
EDP OFFICER-SR.					
Base Salary	15	$19,800	$22,026	$22,743	$23,880
Bonus	5	960	1,437	1,650	1,684
Total Compensation	15	20,150	22,505	22,800	23,880
Age	15	30	36	37	42
Years with Present Bank	15	4	9	8	13
Years in Position	15	1	5	5	8
No. of Employees Supervised	15	2	5	5	7
Asset Size (Millions)	15	$67.5	$81.7	$85.0	$94.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
FINANCIAL OFFICER-SR.					
Base Salary	27	$21,925	$28,208	$26,600	$32,208
Bonus	9	1,061	2,305	2,064	2,660
Total Compensation	27	21,975	28,977	27,179	34,544
Age	27	34	42	40	46
Years with Present Bank	27	4	12	9	16
Years in Position	27	1	5	4	6
No. of Employees Supervised	27	3	11	4	13
Asset Size (Millions)	27	$66.0	$77.9	$79.0	$88.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	13	$12,325	$15,119	$14,092	$16,386
Bonus		INSUFFICIENT DATA			
Total Compensation	13	12,415	15,270	14,092	16,386
Age	13	27	31	29	33
Years with Present Bank	13	2	5	3	6
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	1	2	1	3
Asset Size (Millions)	13	$68.5	$76.9	$77.0	$83.5
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	28	$18,000	$21,104	$20,450	$22,771
Bonus	9	895	2,102	1,550	2,468
Total Compensation	28	18,000	21,780	21,488	23,639
Age	28	34	41	38	45
Years with Present Bank	28	4	10	9	16
Years in Position	28	2	6	4	8
No. of Employees Supervised	27	3	5	4	6
Asset Size (Millions)	28	$68.0	$77.8	$77.5	$86.0
INSTALMENT LOAN OFFICER					
Base Salary	16	$14,350	$17,609	$16,800	$19,000
Bonus	10	721	1,151	1,100	1,320
Total Compensation	16	15,000	18,328	17,636	20,389
Age	16	33	41	39	51
Years with Present Bank	16	4	10	9	12
Years in Position	16	2	5	4	8
No. of Employees Supervised	16	0	3	2	6
Asset Size (Millions)	16	$66.0	$78.9	$78.5	$86.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	30	$14,640	$19,533	$19,714	$22,375
Bonus	13	1,044	1,468	1,190	1,304
Total Compensation	30	15,635	20,169	19,714	23,171
Age	30	28	38	34	47
Years with Present Bank	30	3	9	5	14
Years in Position	30	1	4	3	5
No. of Employees Supervised	29	0	6	1	2
Asset Size (Millions)	30	$66.5	$76.0	$76.0	$83.5
MARKETING DIRECTOR					
Base Salary	9	$14,000	$19,020	$18,192	$22,446
Bonus	5	785	1,304	1,052	1,226
Total Compensation	9	14,237	19,744	18,920	23,393
Age	9	34	39	41	42
Years with Present Bank	9	2	6	5	7
Years in Position	9	1	2	2	4
No. of Employees Supervised	9	1	2	1	2
Asset Size (Millions)	9	$74.0	$85.2	$86.0	$93.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	18	$16,550	$20,964	$20,000	$22,250
Bonus	8	704	1,600	1,161	2,000
Total Compensation	18	16,550	21,676	20,352	23,550
Age	18	32	40	38	50
Years with Present Bank	18	5	15	11	24
Years in Position	18	1	6	5	8
No. of Employees Supervised	18	1	5	2	4
Asset Size (Millions)	18	$64.5	$76.1	$74.0	$85.5
MORTGAGE LOAN OFFICER					
Base Salary	11	$18,300	$22,823	$21,900	$26,500
Bonus	6	1,091	1,816	1,640	1,700
Total Compensation	11	19,172	23,813	23,540	27,100
Age	11	33	41	40	49
Years with Present Bank	11	8	15	13	20
Years in Position	11	2	7	5	10
No. of Employees Supervised	11	1	2	2	3
Asset Size (Millions)	11	$68.5	$83.1	$84.0	$94.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	5	$13,650	$17,600	$19,120	$19,300
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,650	18,080	20,161	20,499
Age	5	41	51	52	56
Years with Present Bank	5	11	19	15	17
Years in Position	5	1	6	2	4
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	$71.0	$81.8	$84.0	$87.5
OPERATIONS OFFICER-SR.					
Base Salary	33	$20,900	$26,827	$26,520	$30,000
Bonus	13	967	3,156	1,650	2,050
Total Compensation	33	21,271	28,070	27,300	30,750
Age	33	38	43	41	47
Years with Present Bank	33	9	15	14	20
Years in Position	33	3	6	5	8
No. of Employees Supervised	32	12	31	23	44
Asset Size (Millions)	33	$65.0	$75.3	$73.0	$83.5
PERSONNEL OFFICER-SR.					
Base Salary	24	$13,992	$18,442	$17,991	$20,804
Bonus	10	815	1,885	1,320	1,675
Total Compensation	24	14,650	19,228	18,375	21,844
Age	24	34	42	39	50
Years with Present Bank	24	4	12	10	16
Years in Position	24	1	3	3	4
No. of Employees Supervised	23	0	6	1	1
Asset Size (Millions)	24	$70.0	$80.1	$80.0	$87.0
SECURITY OFFICER-SR.					
Base Salary	7	$10,800	$20,465	$18,700	$27,177
Bonus		INSUFFICIENT DATA			
Total Compensation	7	10,800	21,569	18,700	27,912
Age	7	26	44	45	55
Years with Present Bank	7	4	16	14	25
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	$69.5	$85.4	$86.0	$95.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	19	$22,450	$27,771	$27,500	$31,290
Bonus	7	1,061	1,881	1,690	1,935
Total Compensation	19	22,524	28,464	27,500	31,851
Age	19	35	45	43	52
Years with Present Bank	19	3	12	8	18
Years in Position	19	2	7	4	10
No. of Employees Supervised	19	2	4	3	4
Asset Size (Millions)	19	$64.5	$81.5	$85.0	$95.5
TRUST OPERATIONS MANAGER					
Base Salary	10	$13,550	$17,402	$15,250	$17,340
Bonus	5	704	1,541	1,500	1,619
Total Compensation	10	14,176	18,173	15,269	18,518
Age	10	30	44	45	51
Years with Present Bank	10	10	12	11	13
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	0	2	2	3
Asset Size (Millions)	10	$66.0	$80.2	$80.5	$90.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $100 TO $249 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 50 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	48	$58,000	$74,093	$73,883	$90,000
Bonus	15	3,067	8,796	5,950	12,690
Total Compensation	48	58,000	76,841	75,000	90,341
Age	46	50	52	54	58
Years with Present Bank	48	8	19	19	27
Years in Position	48	2	7	5	9
No. of Employees Supervised	47	96	147	154	201
Asset Size (Millions)	48	$130.0	$170.6	$157.0	$214.0

ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$16,200	$20,626	$19,800	$25,000
Bonus	6	765	1,219	1,266	1,511
Total Compensation	16	16,200	21,083	20,523	25,301
Age	16	32	43	43	51
Years with Present Bank	16	5	13	9	20
Years in Position	16	1	7	5	7
No. of Employees Supervised	16	0	1	0	1
Asset Size (Millions)	16	$135.0	$179.3	$183.0	$212.0

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	23	$26,142	$35,291	$34,700	$40,000
Bonus	11	1,803	2,931	2,969	3,625
Total Compensation	23	27,849	36,693	35,446	42,000
Age	23	31	40	35	49
Years with Present Bank	23	5	12	7	12
Years in Position	23	2	5	3	8
No. of Employees Supervised	23	1	19	3	8
Asset Size (Millions)	23	$139.5	$189.3	$208.0	$223.5

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	39	$24,535	$33,659	$31,000	$39,608
Bonus	10	1,006	2,326	1,448	2,053
Total Compensation	39	25,305	34,256	31,200	40,500
Age	39	36	44	44	50
Years with Present Bank	39	10	17	16	22
Years in Position	39	1	4	3	7
No. of Employees Supervised	38	24	77	63	106
Asset Size (Millions)	39	$131.5	$176.8	$178.0	$222.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	$19,200	$25,555	$27,450	$30,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,200	25,789	27,450	30,250
Age	10	34	43	41	48
Years with Present Bank	10	2	12	10	16
Years in Position	10	1	6	4	6
No. of Employees Supervised	10	19	28	31	32
Asset Size (Millions)	10	$124.5	$172.9	$168.5	$217.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	39	$19,663	$22,735	$23,000	$25,271
Bonus	9	724	1,499	1,207	1,765
Total Compensation	39	19,663	23,081	23,050	25,350
Age	39	36	43	42	49
Years with Present Bank	39	6	15	13	21
Years in Position	39	3	5	4	9
No. of Employees Supervised	38	11	15	14	19
Asset Size (Millions)	39	$134.0	$179.9	$186.0	$223.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	46	$16,550	$19,276	$18,859	$21,628
Bonus	12	810	1,135	1,010	1,159
Total Compensation	46	16,550	19,572	19,336	21,935
Age	46	33	41	41	49
Years with Present Bank	46	7	13	10	16
Years in Position	46	3	6	5	8
No. of Employees Supervised	45	5	7	7	8
Asset Size (Millions)	46	$123.5	$167.3	$155.0	$213.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	12	$26,639	$30,085	$31,250	$31,779
Bonus	7	950	1,982	1,875	2,592
Total Compensation	12	26,639	31,241	32,070	33,259
Age	12	39	46	46	51
Years with Present Bank	12	5	13	9	16
Years in Position	12	1	4	4	5
No. of Employees Supervised	12	0	2	1	4
Asset Size (Millions)	12	$150.0	$185.1	$192.0	$212.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	$19,625	$22,989	$24,500	$25,860
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,625	23,573	24,500	27,141
Age	13	34	45	43	52
Years with Present Bank	13	2	12	8	11
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	0	2	0	0
Asset Size (Millions)	13	$160.5	$197.7	$208.0	$217.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	23	$14,426	$23,807	$19,800	$24,000
Bonus	6	804	1,460	1,078	1,397
Total Compensation	23	14,426	24,188	20,000	25,397
Age	23	28	37	35	42
Years with Present Bank	23	4	9	5	12
Years in Position	23	1	3	2	5
No. of Employees Supervised	22	1	6	3	5
Asset Size (Millions)	23	$123.5	$170.2	$166.0	$211.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	30	$27,500	$33,983	$32,500	$39,250
Bonus	12	1,000	3,212	1,858	3,485
Total Compensation	30	28,029	35,268	33,000	42,440
Age	30	36	41	39	47
Years with Present Bank	30	5	11	10	15
Years in Position	30	2	5	4	8
No. of Employees Supervised	29	6	11	7	13
Asset Size (Millions)	30	$133.5	$181.4	$203.0	$222.0
COMMERCIAL LOAN OFFICER					
Base Salary	32	$22,212	$25,879	$24,350	$30,400
Bonus	8	1,000	1,535	1,326	1,560
Total Compensation	32	22,212	26,263	24,862	30,650
Age	32	31	40	39	45
Years with Present Bank	32	7	13	10	18
Years in Position	32	2	5	4	6
No. of Employees Supervised	31	0	5	3	7
Asset Size (Millions)	32	$118.0	$170.8	$157.0	$214.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	17	$17,350	$19,112	$19,200	$21,750
Bonus	5	1,168	1,546	1,445	1,446
Total Compensation	17	17,350	19,566	19,645	22,200
Age	17	31	35	33	36
Years with Present Bank	17	6	11	9	12
Years in Position	17	1	4	2	5
No. of Employees Supervised	16	0	2	1	3
Asset Size (Millions)	17	$133.5	$183.5	$206.0	$219.0
EDP OFFICER-SR.					
Base Salary	24	$21,000	$27,608	$27,000	$31,500
Bonus	8	1,000	2,057	1,773	2,625
Total Compensation	24	21,000	28,293	27,300	33,500
Age	24	32	39	41	43
Years with Present Bank	24	7	12	11	15
Years in Position	24	2	5	4	8
No. of Employees Supervised	24	8	14	12	18
Asset Size (Millions)	24	$118.0	$158.8	$150.0	$186.0
FINANCIAL OFFICER-SR.					
Base Salary	45	$23,962	$29,497	$29,000	$33,750
Bonus	11	945	1,898	1,208	2,420
Total Compensation	45	24,227	29,961	29,820	34,675
Age	45	36	43	40	49
Years with Present Bank	45	8	13	12	17
Years in Position	45	2	6	5	9
No. of Employees Supervised	44	3	6	5	6
Asset Size (Millions)	45	$129.5	$171.8	$163.0	$217.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	32	$13,600	$15,672	$15,245	$17,500
Bonus	8	480	810	690	1,180
Total Compensation	32	13,688	15,874	15,525	17,500
Age	32	30	37	35	39
Years with Present Bank	32	3	8	7	10
Years in Position	32	1	3	3	4
No. of Employees Supervised	31	2	4	4	5
Asset Size (Millions)	32	$118.0	$175.1	$182.0	$221.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	33	$24,050	$28,146	$28,500	$31,039
Bonus	8	1,305	1,783	1,530	2,062
Total Compensation	33	24,510	28,578	29,000	31,439
Age	33	37	47	50	55
Years with Present Bank	33	8	15	13	22
Years in Position	33	3	7	5	9
No. of Employees Supervised	32	7	15	14	19
Asset Size (Millions)	33	$131.0	$177.8	$178.0	$221.0

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	32	$15,000	$19,333	$18,442	$21,120
Bonus	5	869	1,203	960	1,165
Total Compensation	32	15,000	19,521	18,699	21,120
Age	32	32	42	43	49
Years with Present Bank	32	7	12	10	17
Years in Position	32	2	5	4	7
No. of Employees Supervised	31	0	4	3	6
Asset Size (Millions)	32	$118.0	$169.5	$157.0	$214.0

INTERNAL AUDITING OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	43	$17,250	$21,175	$21,000	$24,250
Bonus	12	760	1,239	1,088	1,391
Total Compensation	43	17,752	21,521	21,477	24,750
Age	43	32	39	38	45
Years with Present Bank	43	5	12	10	19
Years in Position	43	2	5	4	7
No. of Employees Supervised	43	2	3	3	3
Asset Size (Millions)	43	$130.5	$173.5	$163.0	$217.5

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$18,534	$22,999	$22,000	$25,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	18,534	23,332	22,000	26,599
Age	11	33	40	38	43
Years with Present Bank	11	3	12	10	13
Years in Position	11	1	4	3	6
No. of Employees Supervised	11	0	3	2	6
Asset Size (Millions)	11	$124.5	$175.8	$178.0	$211.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	29	$19,487	$25,175	$25,000	$28,763
Bonus	10	800	1,745	1,307	1,784
Total Compensation	29	19,985	25,777	25,628	28,763
Age	29	32	39	35	48
Years with Present Bank	29	4	10	8	13
Years in Position	29	2	5	3	8
No. of Employees Supervised	29	1	2	2	3
Asset Size (Millions)	29	$118.0	$174.6	$178.0	$223.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	25	$18,970	$25,664	$25,700	$29,015
Bonus	6	792	2,741	2,185	3,594
Total Compensation	25	18,970	26,322	26,300	29,015
Age	25	37	46	45	55
Years with Present Bank	25	4	14	12	17
Years in Position	25	1	6	2	6
No. of Employees Supervised	24	3	5	4	6
Asset Size (Millions)	25	$133.5	$184.8	$208.0	$223.0
MORTGAGE LOAN OFFICER					
Base Salary	17	$18,850	$22,582	$22,544	$25,070
Bonus	6	652	1,183	1,205	1,450
Total Compensation	17	20,048	22,999	22,544	26,393
Age	17	34	45	45	54
Years with Present Bank	17	10	17	16	23
Years in Position	17	3	8	9	12
No. of Employees Supervised	17	1	3	2	4
Asset Size (Millions)	17	$129.5	$155.8	$138.0	$158.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	9	$13,435	$15,675	$15,400	$16,270
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,481	15,856	15,400	16,270
Age	9	40	45	48	50
Years with Present Bank	9	6	11	8	12
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	$137.0	$171.8	$163.0	$186.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	12	$11,000	$15,385	$14,693	$16,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	11,183	15,675	15,115	16,700
Age	12	34	47	46	57
Years with Present Bank	12	7	17	15	18
Years in Position	12	2	6	4	6
No. of Employees Supervised	12	2	5	4	5
Asset Size (Millions)	12	$118.0	$167.4	$152.5	$206.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	14	$10,000	$11,208	$10,905	$11,712
Bonus		INSUFFICIENT DATA			
Total Compensation	14	10,000	11,234	10,905	11,712
Age	14	23	25	25	26
Years with Present Bank	14	1	2	1	2
Years in Position	14	0	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	14	$152.5	$197.8	$213.0	$222.0
OPERATIONS OFFICER-SR.					
Base Salary	36	$25,000	$32,568	$31,250	$38,000
Bonus	11	1,285	2,563	2,000	2,715
Total Compensation	36	25,000	33,351	31,350	38,565
Age	36	39	44	44	49
Years with Present Bank	36	7	17	16	27
Years in Position	36	2	5	4	7
No. of Employees Supervised	35	17	54	30	77
Asset Size (Millions)	36	$118.0	$164.5	$152.5	$208.0
PERSONNEL OFFICER-SR.					
Base Salary	44	$19,300	$22,940	$22,950	$25,300
Bonus	10	865	1,320	1,228	1,568
Total Compensation	44	19,300	23,239	23,405	26,205
Age	44	35	45	46	53
Years with Present Bank	44	5	14	11	18
Years in Position	44	2	6	5	8
No. of Employees Supervised	43	1	16	2	3
Asset Size (Millions)	44	$130.0	$172.5	$164.5	$221.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	20	$16,700	$22,018	$21,754	$25,700
Bonus	7	721	2,065	1,997	2,377
Total Compensation	20	16,700	22,741	22,027	26,500
Age	20	36	46	45	52
Years with Present Bank	20	5	15	16	19
Years in Position	20	2	4	3	5
No. of Employees Supervised	19	1	13	3	9
Asset Size (Millions)	20	$131.0	$176.6	$180.5	$224.0
TRAINING DIRECTOR					
Base Salary	8	$12,000	$14,150	$13,266	$16,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,600	14,231	13,266	16,000
Age	8	30	34	31	35
Years with Present Bank	8	2	8	6	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	0	0	1
Asset Size (Millions)	8	$150.0	$196.9	$207.0	$224.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	37	$27,000	$36,215	$37,500	$43,303
Bonus	12	1,375	3,008	2,414	3,740
Total Compensation	37	27,708	37,191	39,000	43,467
Age	37	43	48	48	53
Years with Present Bank	37	5	13	12	17
Years in Position	37	3	7	8	11
No. of Employees Supervised	37	3	7	6	9
Asset Size (Millions)	37	$131.5	$175.0	$166.0	$217.5
TRUST OPERATIONS MANAGER					
Base Salary	26	$17,500	$21,357	$22,941	$23,815
Bonus	7	355	1,017	927	1,303
Total Compensation	26	17,983	21,631	22,941	23,915
Age	26	36	46	47	53
Years with Present Bank	26	6	14	15	21
Years in Position	26	2	5	4	7
No. of Employees Supervised	25	1	4	4	5
Asset Size (Millions)	26	$123.0	$178.6	$207.0	$222.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $250 TO $499 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 27 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	26	$72,163	$86,574	$81,750	$96,500
Bonus		INSUFFICIENT DATA			
Total Compensation	26	72,163	87,761	81,750	98,198
Age	26	49	54	56	59
Years with Present Bank	26	6	17	16	26
Years in Position	26	2	5	5	8
No. of Employees Supervised	26	224	316	335	400
Asset Size (Millions)	26	$300.5	$368.6	$361.5	$432.0
ADVERTISING OFFICER					
Base Salary	7	$15,974	$28,150	$31,200	$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,974	28,393	31,200	34,569
Age	7	36	49	53	58
Years with Present Bank	7	3	8	9	11
Years in Position	7	1	5	3	7
No. of Employees Supervised	7	0	2	3	5
Asset Size (Millions)	7	$276.5	$354.9	$316.0	$425.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	15	$28,014	$35,024	$34,650	$38,090
Bonus		INSUFFICIENT DATA			
Total Compensation	15	28,014	35,178	34,650	38,690
Age	15	33	41	35	48
Years with Present Bank	15	6	12	10	15
Years in Position	15	3	5	6	8
No. of Employees Supervised	15	1	14	3	8
Asset Size (Millions)	15	$315.0	$384.4	$400.0	$432.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	22	$32,200	$37,567	$37,860	$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	22	32,200	38,082	37,860	43,100
Age	22	39	46	45	51
Years with Present Bank	22	7	16	15	22
Years in Position	22	1	4	3	5
No. of Employees Supervised	21	130	181	185	212
Asset Size (Millions)	22	$307.5	$378.5	$396.5	$439.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	$21,000	$23,739	$23,350	$26,200
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,000	23,888	23,350	26,678
Age	10	35	42	43	45
Years with Present Bank	10	9	17	13	21
Years in Position	10	2	6	7	8
No. of Employees Supervised	10	16	23	24	26
Asset Size (Millions)	10	$280.0	$367.8	$361.5	$437.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	22	$20,900	$24,054	$23,800	$25,338
Bonus		INSUFFICIENT DATA			
Total Compensation	22	21,025	24,163	23,800	25,338
Age	22	39	43	44	47
Years with Present Bank	22	8	15	14	22
Years in Position	22	1	4	3	6
No. of Employees Supervised	22	13	16	15	18
Asset Size (Millions)	22	$297.5	$365.7	$332.5	$436.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	24	$16,000	$18,440	$18,525	$20,900
Bonus		INSUFFICIENT DATA			
Total Compensation	24	16,000	18,512	18,525	20,900
Age	24	32	41	41	48
Years with Present Bank	24	9	14	12	13
Years in Position	24	2	5	4	7
No. of Employees Supervised	24	6	7	8	8
Asset Size (Millions)	24	$300.0	$365.4	$338.0	$429.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	9	$24,350	$35,169	$27,000	$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,350	35,239	27,000	29,000
Age	9	37	43	39	47
Years with Present Bank	9	2	7	5	10
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	0	5	4	5
Asset Size (Millions)	9	$312.5	$376.3	$330.0	$417.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$21,800	$28,354	$23,639	$31,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	21,800	28,546	23,639	32,000
Age	12	36	46	45	52
Years with Present Bank	12	2	14	9	13
Years in Position	12	1	3	3	4
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	12	$300.0	$366.3	$324.5	$445.0

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$18,500	$24,724	$21,650	$25,100
Bonus		INSUFFICIENT DATA			
Total Compensation	18	18,500	24,827	21,650	25,100
Age	18	34	40	40	46
Years with Present Bank	18	2	7	4	9
Years in Position	18	1	3	2	3
No. of Employees Supervised	18	4	6	6	8
Asset Size (Millions)	18	$304.5	$355.6	$325.0	$415.0

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$33,825	$39,795	$37,000	$47,125
Bonus		INSUFFICIENT DATA			
Total Compensation	18	33,825	40,578	37,313	48,000
Age	18	40	44	42	49
Years with Present Bank	18	4	13	10	19
Years in Position	18	2	4	4	6
No. of Employees Supervised	18	6	22	8	29
Asset Size (Millions)	18	$300.5	$361.7	$325.0	$432.0

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$24,700	$28,138	$28,600	$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	20	24,700	28,291	29,100	32,000
Age	20	33	38	36	43
Years with Present Bank	20	2	7	8	9
Years in Position	20	1	3	2	3
No. of Employees Supervised	20	0	3	2	3
Asset Size (Millions)	20	$300.0	$357.1	$325.0	$406.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	$18,000	$21,263	$21,100	$23,125
Bonus		INSUFFICIENT DATA			
Total Compensation	15	18,000	21,384	21,100	23,433
Age	15	31	34	33	35
Years with Present Bank	15	4	7	5	10
Years in Position	15	1	2	2	3
No. of Employees Supervised	15	0	1	0	0
Asset Size (Millions)	15	$304.5	$366.4	$330.0	$432.0
EDP OFFICER-SR.					
Base Salary	14	$27,750	$32,212	$32,522	$33,250
Bonus		INSUFFICIENT DATA			
Total Compensation	14	27,750	32,302	32,672	33,730
Age	14	36	42	41	45
Years with Present Bank	14	7	13	13	17
Years in Position	14	1	5	5	8
No. of Employees Supervised	14	14	34	26	37
Asset Size (Millions)	14	$325.0	$395.0	$415.0	$440.0
FINANCIAL OFFICER-SR.					
Base Salary	23	$26,790	$34,575	$33,000	$40,405
Bonus		INSUFFICIENT DATA			
Total Compensation	23	26,790	34,715	33,000	40,405
Age	23	34	44	46	50
Years with Present Bank	23	6	12	10	16
Years in Position	23	3	5	4	9
No. of Employees Supervised	23	6	11	8	12
Asset Size (Millions)	23	$297.5	$361.4	$346.0	$426.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	20	$14,000	$18,941	$18,200	$21,400
Bonus		INSUFFICIENT DATA			
Total Compensation	20	14,214	18,993	18,200	21,400
Age	20	33	41	37	49
Years with Present Bank	20	2	8	7	10
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	3	8	7	9
Asset Size (Millions)	20	$309.0	$366.7	$338.0	$429.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	22	$25,000	$30,663	$29,700	$32,750
Bonus		INSUFFICIENT DATA			
Total Compensation	22	25,471	30,808	30,138	33,186
Age	22	38	44	44	49
Years with Present Bank	22	4	11	9	14
Years in Position	22	2	5	4	7
No. of Employees Supervised	22	13	19	19	23
Asset Size (Millions)	22	$297.5	$358.5	$319.5	$432.0
INSTALMENT LOAN OFFICER					
Base Salary	16	$15,300	$19,380	$19,150	$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	16	15,300	19,486	19,150	21,250
Age	16	31	37	34	39
Years with Present Bank	16	4	10	9	11
Years in Position	16	1	3	3	5
No. of Employees Supervised	16	1	7	6	10
Asset Size (Millions)	16	$295.0	$361.3	$315.0	$435.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	22	$23,458	$28,456	$27,718	$30,875
Bonus		INSUFFICIENT DATA			
Total Compensation	22	23,805	28,573	27,718	31,204
Age	22	34	44	43	51
Years with Present Bank	22	8	14	13	19
Years in Position	22	3	7	7	10
No. of Employees Supervised	22	3	5	5	6
Asset Size (Millions)	22	$307.5	$374.9	$396.5	$432.0
LOAN REVIEW OFFICER					
Base Salary	12	$18,486	$24,595	$22,500	$27,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	18,486	24,631	22,500	27,600
Age	12	33	41	40	48
Years with Present Bank	12	2	6	5	8
Years in Position	12	1	3	3	3
No. of Employees Supervised	12	0	3	1	2
Asset Size (Millions)	12	$309.0	$379.2	$385.0	$435.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	19	$25,750	$30,352	$28,500	$34,250
Bonus		INSUFFICIENT DATA			
Total Compensation	19	26,050	30,895	28,500	34,250
Age	19	35	42	41	47
Years with Present Bank	19	2	9	8	12
Years in Position	19	2	5	3	6
No. of Employees Supervised	19	2	3	3	4
Asset Size (Millions)	19	$292.5	$349.6	$319.0	$426.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	20	$24,680	$32,535	$30,580	$38,600
Bonus		INSUFFICIENT DATA			
Total Compensation	20	24,680	32,655	30,580	39,500
Age	20	39	47	47	55
Years with Present Bank	20	7	16	14	20
Years in Position	20	3	7	6	11
No. of Employees Supervised	20	2	8	5	10
Asset Size (Millions)	20	$301.0	$366.3	$338.0	$435.0
MORTGAGE LOAN OFFICER					
Base Salary	14	$17,400	$22,336	$21,014	$26,315
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,667	22,475	21,014	26,315
Age	14	34	43	38	51
Years with Present Bank	14	6	14	11	19
Years in Position	14	2	6	6	7
No. of Employees Supervised	14	1	3	3	4
Asset Size (Millions)	14	$305.0	$382.2	$368.0	$442.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	$13,200	$17,683	$17,950	$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,200	17,741	18,086	20,250
Age	8	25	34	34	36
Years with Present Bank	8	2	9	5	14
Years in Position	8	1	3	2	2
No. of Employees Supervised	8	0	3	3	4
Asset Size (Millions)	8	$309.0	$369.5	$358.0	$406.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	5	$13,500	$15,220	$15,500	$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	13,710	15,304	15,500	15,600
Age	5	28	42	39	48
Years with Present Bank	5	5	14	15	18
Years in Position	5	2	3	3	4
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$307.5	$363.6	$316.0	$361.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	14	$10,900	$11,821	$11,850	$12,582
Bonus		INSUFFICIENT DATA			
Total Compensation	14	10,900	11,821	11,850	12,582
Age	14	23	25	24	26
Years with Present Bank	14	1	2	2	2
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	0	0	0	0
Asset Size (Millions)	14	$305.0	$385.9	$403.0	$439.5
OPERATIONS OFFICER-SR.					
Base Salary	20	$28,500	$35,131	$32,700	$42,300
Bonus		INSUFFICIENT DATA			
Total Compensation	20	29,458	35,729	32,700	43,000
Age	20	39	45	44	49
Years with Present Bank	20	8	14	17	20
Years in Position	20	2	5	6	7
No. of Employees Supervised	20	42	78	52	80
Asset Size (Millions)	20	$309.0	$380.3	$403.0	$444.0
PERSONNEL OFFICER-SR.					
Base Salary	27	$25,995	$29,848	$31,100	$33,100
Bonus		INSUFFICIENT DATA			
Total Compensation	27	25,995	29,924	31,100	33,100
Age	27	36	45	44	54
Years with Present Bank	27	4	15	13	22
Years in Position	27	3	7	6	11
No. of Employees Supervised	27	3	16	4	6
Asset Size (Millions)	27	$300.5	$367.8	$346.0	$432.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	14	$17,750	$21,207	$19,750	$21,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	17,750	21,344	20,157	21,800
Age	14	34	47	51	58
Years with Present Bank	14	3	8	7	10
Years in Position	14	2	4	3	7
No. of Employees Supervised	14	1	36	2	7
Asset Size (Millions)	14	$300.5	$355.4	$318.0	$417.5
TRAINING DIRECTOR					
Base Salary	7	$13,630	$18,996	$16,000	$21,275
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,630	18,996	16,000	21,275
Age	7	30	36	38	41
Years with Present Bank	7	4	10	8	15
Years in Position	7	2	3	3	4
No. of Employees Supervised	7	0	2	2	3
Asset Size (Millions)	7	$305.0	$396.4	$406.0	$470.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	19	$32,850	$40,010	$40,000	$45,160
Bonus		INSUFFICIENT DATA			
Total Compensation	19	33,038	40,692	41,300	45,610
Age	19	40	46	48	50
Years with Present Bank	19	4	13	11	16
Years in Position	19	3	8	6	10
No. of Employees Supervised	19	8	16	14	23
Asset Size (Millions)	19	$292.5	$356.3	$320.0	$426.5
TRUST OPERATIONS MANAGER					
Base Salary	18	$16,500	$20,854	$20,800	$22,912
Bonus		INSUFFICIENT DATA			
Total Compensation	18	16,500	20,976	21,290	22,912
Age	18	37	45	46	53
Years with Present Bank	18	6	15	13	24
Years in Position	18	2	6	3	9
No. of Employees Supervised	18	2	5	5	7
Asset Size (Millions)	18	$305.0	$364.4	$333.0	$432.0

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $500 TO $999 MILLION

Of the 215 banks submitting data for the Mid-Atlantic region, 16 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	15	$92,900	$110,873	$110,000	$123,750
Bonus	5	2,225	15,669	4,323	13,162
Total Compensation	15	100,062	116,096	112,000	124,600
Age	15	48	53	53	56
Years with Present Bank	15	6	17	13	28
Years in Position	15	1	5	5	7
No. of Employees Supervised	13	411	589	584	745
Asset Size (Millions)	15	$555.5	$693.0	$641.0	$846.5
ADVERTISING OFFICER					
Base Salary	9	$15,510	$19,812	$20,100	$20,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	15,635	20,047	20,600	21,049
Age	9	30	39	33	42
Years with Present Bank	9	4	9	9	9
Years in Position	9	1	3	3	5
No. of Employees Supervised	9	1	2	2	2
Asset Size (Millions)	9	$555.5	$619.3	$588.0	$648.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	14	$34,794	$41,686	$41,020	$45,850
Bonus	6	660	2,940	2,635	3,930
Total Compensation	14	35,294	42,946	42,270	47,530
Age	14	37	47	45	54
Years with Present Bank	14	7	15	13	22
Years in Position	14	3	8	5	9
No. of Employees Supervised	14	3	7	6	8
Asset Size (Millions)	14	$566.0	$706.8	$648.5	$846.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	14	$31,450	$42,762	$43,000	$51,160
Bonus	7	725	3,353	2,440	5,317
Total Compensation	14	32,175	44,439	43,000	53,160
Age	14	41	46	43	46
Years with Present Bank	14	9	18	17	21
Years in Position	14	1	3	2	3
No. of Employees Supervised	14	189	283	274	318
Asset Size (Millions)	14	$555.5	$701.9	$648.5	$846.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	9	$24,980	$27,625	$27,000	$27,932
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,980	27,652	27,000	28,057
Age	9	35	43	39	46
Years with Present Bank	9	11	15	11	16
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	31	34	33	37
Asset Size (Millions)	9	$555.5	$715.0	$641.0	$846.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	15	$21,485	$24,929	$25,200	$27,066
Bonus	6	470	1,219	1,078	1,298
Total Compensation	15	21,500	25,417	25,200	27,700
Age	15	35	43	43	51
Years with Present Bank	15	4	15	17	23
Years in Position	15	2	6	5	8
No. of Employees Supervised	15	12	16	15	18
Asset Size (Millions)	15	$555.5	$693.0	$641.0	$846.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	15	$16,850	$19,165	$18,600	$19,660
Bonus	6	440	989	836	928
Total Compensation	15	17,278	19,560	18,936	20,160
Age	15	30	37	34	39
Years with Present Bank	15	5	10	10	12
Years in Position	15	2	4	2	6
No. of Employees Supervised	15	6	7	6	7
Asset Size (Millions)	15	$555.5	$693.0	$641.0	$846.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	6	$33,400	$43,737	$41,060	$45,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	34,118	48,867	42,995	52,003
Age	6	36	46	44	51
Years with Present Bank	6	1	14	15	16
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	1	7	5	8
Asset Size (Millions)	6	$531.5	$667.5	$614.5	$692.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	$23,646	$29,104	$26,500	$28,564
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,146	30,920	26,500	29,049
Age	9	39	44	42	48
Years with Present Bank	9	6	14	11	16
Years in Position	9	3	7	4	7
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	$566.0	$694.2	$641.0	$733.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	12	$18,750	$24,102	$22,725	$30,000
Bonus	5	452	2,485	660	1,680
Total Compensation	12	19,410	25,137	22,725	30,000
Age	12	28	37	32	45
Years with Present Bank	12	2	6	3	4
Years in Position	12	0	3	1	2
No. of Employees Supervised	12	7	11	9	11
Asset Size (Millions)	12	$563.0	$704.7	$689.5	$778.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	15	$32,663	$49,214	$50,000	$58,600
Bonus	8	1,070	6,726	3,876	7,009
Total Compensation	15	32,788	52,801	50,000	59,976
Age	15	38	45	44	52
Years with Present Bank	15	5	12	9	17
Years in Position	15	2	4	3	6
No. of Employees Supervised	15	11	19	17	28
Asset Size (Millions)	15	$555.5	$704.6	$656.0	$846.5
COMMERCIAL LOAN OFFICER					
Base Salary	16	$26,400	$31,589	$30,288	$32,000
Bonus	7	611	3,276	1,340	2,940
Total Compensation	16	26,400	33,023	30,938	34,500
Age	16	33	38	37	44
Years with Present Bank	16	2	7	6	10
Years in Position	16	1	3	1	4
No. of Employees Supervised	16	1	4	1	4
Asset Size (Millions)	16	$563.0	$696.1	$648.5	$778.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	15	$16,825	$22,208	$22,019	$26,520
Bonus	5	420	2,278	694	1,675
Total Compensation	15	17,467	22,967	22,019	26,520
Age	15	27	34	30	38
Years with Present Bank	15	4	9	7	11
Years in Position	15	1	3	2	3
No. of Employees Supervised	15	0	2	1	1
Asset Size (Millions)	15	$555.5	$680.9	$641.0	$760.5
EDP OFFICER-SR.					
Base Salary	11	$30,460	$38,238	$36,000	$45,000
Bonus	5	1,235	4,758	3,600	4,300
Total Compensation	11	30,460	40,401	37,649	48,050
Age	11	38	42	41	46
Years with Present Bank	11	3	10	8	10
Years in Position	11	2	4	4	5
No. of Employees Supervised	11	5	36	28	47
Asset Size (Millions)	11	$555.5	$702.5	$656.0	$846.5
FINANCIAL OFFICER-SR.					
Base Salary	15	$37,450	$46,240	$42,900	$48,870
Bonus	8	288	5,656	3,698	5,715
Total Compensation	15	40,084	49,256	42,900	49,570
Age	15	40	46	44	52
Years with Present Bank	15	2	13	9	23
Years in Position	15	2	5	3	6
No. of Employees Supervised	15	8	22	14	21
Asset Size (Millions)	15	$555.5	$704.6	$656.0	$846.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	$18,363	$20,665	$20,315	$20,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,802	20,881	20,322	20,968
Age	10	31	37	36	39
Years with Present Bank	10	4	10	8	13
Years in Position	10	2	4	5	6
No. of Employees Supervised	10	4	12	9	16
Asset Size (Millions)	10	$535.5	$692.0	$614.5	$819.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	10	$26,600	$30,474	$30,025	$33,321
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,600	31,187	31,353	35,050
Age	10	38	46	45	50
Years with Present Bank	10	7	16	17	22
Years in Position	10	2	4	3	5
No. of Employees Supervised	10	15	26	21	26
Asset Size (Millions)	10	$535.5	$704.3	$648.5	$846.5
INSTALMENT LOAN OFFICER					
Base Salary	11	$15,570	$19,625	$18,000	$22,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	15,570	19,873	18,000	23,300
Age	11	31	42	39	52
Years with Present Bank	11	7	12	9	15
Years in Position	11	2	5	3	7
No. of Employees Supervised	11	1	8	6	13
Asset Size (Millions)	11	$555.5	$673.9	$641.0	$750.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	16	$31,095	$38,164	$32,750	$36,050
Bonus	6	625	4,068	1,205	1,454
Total Compensation	16	31,345	39,690	33,955	36,050
Age	16	39	48	46	55
Years with Present Bank	16	7	14	12	23
Years in Position	16	1	6	5	8
No. of Employees Supervised	16	7	11	12	13
Asset Size (Millions)	16	$563.0	$696.1	$648.5	$778.0
LOAN REVIEW OFFICER					
Base Salary	11	$21,000	$33,641	$29,000	$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	21,000	35,593	30,000	39,500
Age	11	35	47	48	58
Years with Present Bank	11	3	10	6	13
Years in Position	11	1	2	2	3
No. of Employees Supervised	11	1	3	2	3
Asset Size (Millions)	11	$528.0	$693.0	$641.0	$829.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$29,480	$34,777	$32,712	$39,500
Bonus	6	643	1,777	1,299	2,200
Total Compensation	14	30,130	35,539	33,087	39,500
Age	14	33	42	41	48
Years with Present Bank	14	5	11	10	13
Years in Position	14	1	5	5	7
No. of Employees Supervised	14	3	22	4	8
Asset Size (Millions)	14	$555.5	$696.7	$622.0	$846.5

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$28,028	$33,146	$32,250	$37,500
Bonus	5	739	1,191	1,287	1,340
Total Compensation	10	28,849	33,741	33,150	38,114
Age	10	38	45	45	50
Years with Present Bank	10	4	14	12	22
Years in Position	10	3	6	6	9
No. of Employees Supervised	10	6	10	6	12
Asset Size (Millions)	10	$566.0	$735.9	$689.5	$919.5

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$20,250	$24,069	$24,360	$27,200
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,750	24,445	24,360	28,056
Age	11	33	43	41	49
Years with Present Bank	11	8	17	18	23
Years in Position	11	2	6	6	9
No. of Employees Supervised	11	1	5	5	8
Asset Size (Millions)	11	$566.0	$713.5	$656.0	$846.5

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$14,273	$17,531	$17,420	$17,970
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,398	17,688	17,420	17,970
Age	6	27	37	35	38
Years with Present Bank	6	4	11	10	13
Years in Position	6	1	2	3	3
No. of Employees Supervised	6	1	3	3	4
Asset Size (Millions)	6	$528.0	$674.0	$643.0	$750.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	5	$10,874	$13,057	$11,628	$11,768
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,874	13,141	11,628	11,978
Age	5	23	25	24	25
Years with Present Bank	5	1	1	1	1
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$566.0	$620.8	$588.0	$614.5
OPERATIONS OFFICER-SR.					
Base Salary	15	$36,450	$42,720	$42,500	$46,400
Bonus	6	1,537	4,735	2,739	3,888
Total Compensation	15	37,350	44,614	42,500	47,650
Age	15	39	45	43	49
Years with Present Bank	15	9	17	17	23
Years in Position	15	2	5	4	6
No. of Employees Supervised	15	43	110	119	141
Asset Size (Millions)	15	$566.0	$708.7	$656.0	$846.5
PERSONNEL OFFICER-SR.					
Base Salary	16	$29,898	$35,842	$32,266	$41,100
Bonus	8	800	4,697	2,276	3,099
Total Compensation	16	30,148	38,191	33,009	41,100
Age	16	34	44	44	49
Years with Present Bank	16	7	19	13	29
Years in Position	16	2	7	3	13
No. of Employees Supervised	16	7	9	8	10
Asset Size (Millions)	16	$563.0	$696.1	$648.5	$778.0
SECURITY OFFICER-SR.					
Base Salary	11	$24,820	$28,713	$27,600	$30,750
Bonus	5	650	1,647	1,296	1,968
Total Compensation	11	24,820	29,461	28,200	32,775
Age	11	33	49	50	54
Years with Present Bank	11	5	16	17	27
Years in Position	11	1	4	2	6
No. of Employees Supervised	11	0	4	1	4
Asset Size (Millions)	11	$555.5	$725.4	$656.0	$919.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRAINING DIRECTOR					
Base Salary	8	$16,020	$19,993	$18,700	$19,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,020	20,304	18,700	19,600
Age	8	31	41	38	53
Years with Present Bank	8	3	11	8	10
Years in Position	8	1	4	4	4
No. of Employees Supervised	8	1	3	3	3
Asset Size (Millions)	8	$563.0	$718.5	$689.5	$778.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	$43,350	$51,935	$48,500	$54,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	44,100	53,536	50,000	55,350
Age	13	41	51	55	56
Years with Present Bank	13	3	12	11	17
Years in Position	13	2	5	5	8
No. of Employees Supervised	13	24	40	39	43
Asset Size (Millions)	13	$566.0	$690.1	$641.0	$750.5
TRUST OPERATIONS MANAGER					
Base Salary	13	$19,600	$25,230	$26,640	$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	20,051	25,493	26,690	29,000
Age	13	37	42	42	46
Years with Present Bank	13	1	9	7	11
Years in Position	13	1	3	1	3
No. of Employees Supervised	13	6	14	11	21
Asset Size (Millions)	13	$566.0	$690.1	$641.0	$750.5

GEOGRAPHIC REGION II: MID-ATLANTIC

ASSET SIZE: $1 BILLION AND OVER

Of the 215 banks submitting data for the Mid-Atlantic region, 14 banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
New Accounts Officer
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	14	$155,000	$207,323	$195,008	$230,000
Bonus	5	29,600	80,940	48,000	86,500
Total Compensation	14	155,000	236,230	204,600	267,500
Age	14	52	55	55	58
Years with Present Bank	14	15	24	24	32
Years in Position	14	3	7	7	9
No. of Employees Supervised	14	1,085	2,983	1,617	2,517
Asset Size (Millions)	14	$1,806.0	$10,568.2	$2,375.0	$9,567.5
ADVERTISING OFFICER					
Base Salary	12	$32,000	$39,780	$36,505	$48,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	32,000	40,626	38,080	48,000
Age	12	40	49	49	53
Years with Present Bank	12	2	10	5	9
Years in Position	12	1	3	2	3
No. of Employees Supervised	12	3	9	5	6
Asset Size (Millions)	12	$1,756.0	$11,901.6	$2,375.0	$16,226.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	14	$50,600	$72,288	$61,004	$84,750
Bonus	5	7,300	17,340	15,000	16,050
Total Compensation	14	50,600	78,481	68,300	103,000
Age	14	35	42	42	45
Years with Present Bank	14	4	10	10	13
Years in Position	14	1	4	4	6
No. of Employees Supervised	14	11	45	37	54
Asset Size (Millions)	14	$1,806.0	$10,568.2	$2,375.0	$9,567.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	9	$43,647	$58,210	$60,000	$64,050
Bonus		INSUFFICIENT DATA			
Total Compensation	9	44,647	59,721	63,800	66,450
Age	9	42	46	44	48
Years with Present Bank	9	14	20	21	22
Years in Position	9	2	4	4	5
No. of Employees Supervised	9	205	480	527	595
Asset Size (Millions)	9	$1,806.0	$10,437.4	$2,250.0	$2,886.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	10	$24,676	$30,709	$30,350	$34,670
Bonus		INSUFFICIENT DATA			
Total Compensation	10	24,676	31,208	32,025	35,339
Age	10	33	44	43	51
Years with Present Bank	10	13	20	21	27
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	31	38	37	40
Asset Size (Millions)	10	$2,041.5	$14,101.9	$2,886.0	$16,852.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	13	$21,850	$26,537	$26,000	$28,650
Bonus		INSUFFICIENT DATA			
Total Compensation	13	21,850	27,290	26,200	31,018
Age	13	32	36	35	37
Years with Present Bank	13	7	12	11	14
Years in Position	13	2	5	4	5
No. of Employees Supervised	13	13	18	20	21
Asset Size (Millions)	13	$1,806.0	$11,208.1	$2,500.0	$9,567.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	11	$17,300	$19,770	$18,700	$22,019
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,300	20,265	18,700	22,475
Age	11	30	40	43	45
Years with Present Bank	11	4	11	8	14
Years in Position	11	1	4	3	5
No. of Employees Supervised	11	5	7	7	8
Asset Size (Millions)	11	$1,678.0	$8,956.9	$2,227.0	$2,886.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	$29,900	$36,001	$32,831	$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	29,900	36,001	32,831	37,500
Age	8	41	45	46	50
Years with Present Bank	8	5	14	13	23
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	17	4	6
Asset Size (Millions)	8	$1,600.0	$7,489.1	$2,053.0	$2,863.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	7	$19,000	$23,620	$23,400	$26,309
Bonus		INSUFFICIENT DATA			
Total Compensation	7	19,000	24,762	25,667	27,475
Age	7	27	44	46	57
Years with Present Bank	7	2	13	11	18
Years in Position	7	1	3	3	4
No. of Employees Supervised	7	0	1	0	0
Asset Size (Millions)	7	$1,378.0	$8,308.1	$2,250.0	$10,171.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	7	$16,451	$33,201	$36,322	$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,451	34,204	36,322	43,250
Age	7	26	37	37	43
Years with Present Bank	7	4	8	5	11
Years in Position	7	1	3	2	5
No. of Employees Supervised	7	6	24	25	32
Asset Size (Millions)	7	$1,678.0	$12,640.1	$1,930.0	$9,544.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	$37,850	$63,347	$57,000	$77,500
Bonus	5	4,000	15,960	9,800	10,900
Total Compensation	9	39,350	72,213	58,000	87,400
Age	9	38	44	44	46
Years with Present Bank	9	5	12	12	17
Years in Position	9	2	5	5	6
No. of Employees Supervised	9	11	56	57	68
Asset Size (Millions)	9	$1,806.0	$15,226.6	$2,863.0	$16,852.5
COMMERCIAL LOAN OFFICER					
Base Salary	11	$26,121	$32,107	$30,500	$33,750
Bonus		INSUFFICIENT DATA			
Total Compensation	11	26,121	33,084	31,188	35,125
Age	11	31	38	36	40
Years with Present Bank	11	4	9	5	8
Years in Position	11	2	3	2	4
No. of Employees Supervised	11	0	3	0	2
Asset Size (Millions)	11	$1,678.0	$12,779.0	$2,500.0	$16,852.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	11	$17,808	$23,456	$23,000	$24,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,808	24,008	23,000	26,000
Age	11	27	35	32	36
Years with Present Bank	11	2	4	3	5
Years in Position	11	1	3	1	3
No. of Employees Supervised	11	0	1	0	0
Asset Size (Millions)	11	$1,678.0	$12,779.0	$2,500.0	$16,852.5
EDP OFFICER-SR.					
Base Salary	13	$41,200	$51,484	$48,000	$53,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	41,984	53,848	48,000	57,626
Age	13	36	41	39	45
Years with Present Bank	13	4	9	7	12
Years in Position	13	2	4	3	6
No. of Employees Supervised	13	56	188	67	121
Asset Size (Millions)	13	$1,806.0	$6,592.7	$2,250.0	$2,886.0
FINANCIAL OFFICER-SR.					
Base Salary	11	$40,100	$64,647	$60,000	$75,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,100	70,437	63,588	84,250
Age	11	40	46	45	50
Years with Present Bank	11	7	14	12	17
Years in Position	11	1	6	6	10
No. of Employees Supervised	11	20	74	40	65
Asset Size (Millions)	11	$1,678.0	$10,256.5	$2,500.0	$9,567.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	$19,000	$22,857	$23,850	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,750	23,201	23,850	25,000
Age	8	34	38	35	39
Years with Present Bank	8	8	10	9	11
Years in Position	8	3	5	6	7
No. of Employees Supervised	8	5	23	13	20
Asset Size (Millions)	8	$1,600.0	$11,159.3	$1,893.0	$2,500.0

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	8	$38,250	$40,396	$41,498	$43,750
Bonus		INSUFFICIENT DATA			
Total Compensation	8	38,250	41,367	42,473	44,500
Age	8	37	43	43	45
Years with Present Bank	8	7	13	11	15
Years in Position	8	3	6	5	7
No. of Employees Supervised	8	25	64	68	84
Asset Size (Millions)	8	$1,600.0	$11,281.6	$2,178.0	$2,909.0
INSTALMENT LOAN OFFICER					
Base Salary	9	$17,034	$39,989	$21,100	$23,754
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,034	39,989	21,100	23,754
Age	9	30	39	36	46
Years with Present Bank	9	8	14	13	16
Years in Position	9	2	3	2	4
No. of Employees Supervised	9	0	10	2	3
Asset Size (Millions)	9	$1,678.0	$10,485.4	$2,500.0	$2,886.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	14	$37,532	$50,110	$42,919	$58,250
Bonus	5	1,750	12,440	10,700	14,350
Total Compensation	14	38,282	54,553	42,919	58,250
Age	14	39	46	46	50
Years with Present Bank	14	7	15	10	21
Years in Position	14	3	7	6	11
No. of Employees Supervised	14	16	32	20	40
Asset Size (Millions)	14	$1,806.0	$10,568.2	$2,375.0	$9,567.5
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	10	$36,066	$66,184	$46,250	$95,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	36,566	77,914	46,250	112,150
Age	10	40	46	44	48
Years with Present Bank	10	4	13	14	19
Years in Position	10	2	5	5	8
No. of Employees Supervised	10	4	310	27	154
Asset Size (Millions)	10	$1,678.0	$13,863.9	$2,681.5	$16,852.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	10	$20,144	$25,545	$23,802	$27,704
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,144	25,695	23,802	27,704
Age	10	30	36	33	41
Years with Present Bank	10	2	8	5	8
Years in Position	10	1	2	2	3
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	10	$1,678.0	$10,961.6	$2,215.0	$9,544.5
MARKETING DIRECTOR					
Base Salary	10	$30,750	$45,215	$41,000	$48,500
Bonus	5	1,025	9,410	3,000	7,500
Total Compensation	10	31,250	49,920	42,500	48,500
Age	10	36	41	40	43
Years with Present Bank	10	8	12	12	16
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	6	17	13	17
Asset Size (Millions)	10	$1,678.0	$12,468.6	$2,363.5	$10,194.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	11	$36,850	$50,607	$47,653	$59,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	37,750	51,523	47,653	63,088
Age	11	40	49	50	55
Years with Present Bank	11	4	18	18	25
Years in Position	11	2	5	4	7
No. of Employees Supervised	11	11	25	20	32
Asset Size (Millions)	11	$1,806.0	$10,356.0	$2,500.0	$9,567.5
MORTGAGE LOAN OFFICER					
Base Salary	11	$18,530	$27,586	$25,459	$34,850
Bonus		INSUFFICIENT DATA			
Total Compensation	11	18,930	28,170	25,459	34,850
Age	11	35	42	43	48
Years with Present Bank	11	7	16	16	23
Years in Position	11	1	4	4	7
No. of Employees Supervised	11	0	4	1	7
Asset Size (Millions)	11	$1,806.0	$7,510.8	$2,500.0	$9,567.5

GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	$16,350	$20,222	$19,608	$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,350	20,222	19,608	22,400
Age	6	28	39	40	47
Years with Present Bank	6	5	13	7	18
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	6	$1,806.0	$4,852.2	$2,556.5	$2,886.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	$13,000	$14,530	$14,000	$15,637
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,000	14,530	14,000	15,637
Age	7	23	24	23	25
Years with Present Bank	7	1	1	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	8	$1,756.0	$13,264.6	$2,396.5	$2,909.0
OPERATIONS OFFICER-SR.					
Base Salary	12	$39,584	$58,619	$46,020	$64,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	39,584	66,853	46,020	64,000
Age	12	40	45	45	49
Years with Present Bank	12	8	17	20	22
Years in Position	11	1	6	4	6
No. of Employees Supervised	12	75	758	349	780
Asset Size (Millions)	12	$1,856.0	$12,047.7	$2,681.5	$16,226.0
PERSONNEL OFFICER-SR.					
Base Salary	13	$42,050	$56,702	$58,968	$63,500
Bonus	5	5,625	14,608	11,788	18,394
Total Compensation	13	44,250	62,320	58,968	70,250
Age	13	47	50	49	53
Years with Present Bank	13	9	17	20	22
Years in Position	12	3	7	6	9
No. of Employees Supervised	13	13	44	16	45
Asset Size (Millions)	13	$1,843.0	$11,238.4	$2,500.0	$9,567.5

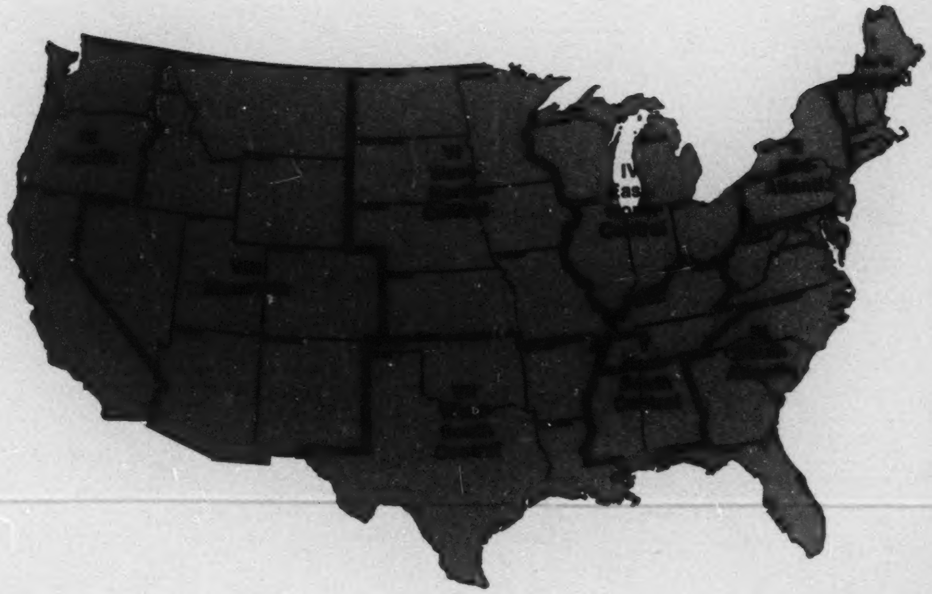
GEOGRAPHIC REGION: 2
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	13	$25,850	$34,369	$35,000	$38,150
Bonus		INSUFFICIENT DATA			
Total Compensation	13	25,850	34,800	35,000	40,123
Age	13	42	49	53	56
Years with Present Bank	13	6	14	12	15
Years in Position	12	1	4	4	5
No. of Employees Supervised	13	4	36	17	41
Asset Size (Millions)	13	$1,806.0	$11,232.7	$2,500.0	$9,567.5
TRAINING DIRECTOR					
Base Salary	11	$23,900	$33,826	$26,500	$37,227
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,200	35,047	26,500	39,762
Age	11	35	39	38	43
Years with Present Bank	11	2	6	4	10
Years in Position	10	2	2	2	2
No. of Employees Supervised	11	3	7	5	10
Asset Size (Millions)	11	$1,806.0	$12,909.6	$2,500.0	$16,852.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	11	$43,250	$68,306	$60,000	$70,505
Bonus		INSUFFICIENT DATA			
Total Compensation	11	43,250	80,687	60,000	73,855
Age	11	43	48	47	50
Years with Present Bank	11	4	16	16	26
Years in Position	11	1	4	3	6
No. of Employees Supervised	11	18	215	60	99
Asset Size (Millions)	11	$1,678.0	$11,454.5	$2,500.0	$9,567.5
TRUST OPERATIONS MANAGER					
Base Salary	10	$19,650	$37,450	$32,781	$38,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,650	38,950	32,781	38,350
Age	10	32	41	39	51
Years with Present Bank	10	3	12	10	14
Years in Position	10	1	3	1	3
No. of Employees Supervised	10	11	96	29	54
Asset Size (Millions)	10	$1,806.0	$12,609.6	$2,681.5	$10,194.0

Cash Compensation Data

Region III: South Atlantic

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size



BEST AVAILABLE COPY

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 26 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Sr.
Personnel Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	26	$26,400	$30,121	$29,625	$35,000
Bonus	15	1,000	2,032	1,800	2,800
Total Compensation	26	27,010	31,293	31,500	35,000
Age	26	36	43	42	47
Years with Present Bank	26	3	6	4	7
Years in Position	26	2	4	4	5
No. of Employees Supervised	26	9	12	11	14
Asset Size (Millions)	26	$5.0	$6.9	$7.0	$9.0
SECOND RANKING OFFICER					
Base Salary	18	$17,750	$22,023	$21,750	$24,700
Bonus	10	348	1,338	1,030	1,625
Total Compensation	18	17,750	22,766	24,000	25,435
Age	18	35	41	39	46
Years with Present Bank	18	2	5	3	5
Years in Position	18	1	2	2	3
No. of Employees Supervised	17	3	8	9	11
Asset Size (Millions)	18	$5.0	$7.1	$8.0	$9.0
OPERATIONS OFFICER-JR.					
Base Salary	9	$9,650	$11,544	$10,200	$12,500
Bonus	6	203	689	550	615
Total Compensation	9	10,043	12,004	10,230	12,750
Age	9	29	33	32	36
Years with Present Bank	9	3	6	4	7
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	3	5	4	6
Asset Size (Millions)	9	$6.0	$7.6	$9.0	$9.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $10 TO $19 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 59 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	59	$28,388	$33,647	$33,800	$38,213
Bonus	41	1,520	4,801	3,000	5,625
Total Compensation	59	30,250	36,983	36,508	41,300
Age	58	39	46	47	54
Years with Present Bank	59	5	12	8	21
Years in Position	59	2	6	5	9
No. of Employees Supervised	58	15	20	20	26
Asset Size (Millions)	59	$12.0	$14.7	$15.0	$16.5
SECOND RANKING OFFICER					
Base Salary	42	$21,058	$23,715	$23,360	$26,110
Bonus	31	1,181	3,236	2,000	3,000
Total Compensation	42	22,315	26,104	25,000	27,900
Age	41	35	41	39	46
Years with Present Bank	42	4	11	9	14
Years in Position	42	2	6	5	8
No. of Employees Supervised	41	4	14	15	21
Asset Size (Millions)	42	$12.0	$14.2	$14.0	$16.0
BRANCH MANAGER					
Base Salary	19	$13,205	$17,925	$17,700	$21,450
Bonus	11	100	1,160	694	2,100
Total Compensation	19	13,952	18,596	18,600	22,197
Age	18	35	44	40	56
Years with Present Bank	19	2	7	6	12
Years in Position	19	1	4	2	4
No. of Employees Supervised	19	3	5	4	6
Asset Size (Millions)	19	$12.5	$15.2	$16.0	$16.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	10	$16,250	$21,131	$21,050	$24,416
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,875	21,769	21,128	24,551
Age	10	34	43	40	50
Years with Present Bank	10	1	5	4	5
Years in Position	10	1	4	3	5
No. of Employees Supervised	10	3	5	5	5
Asset Size (Millions)	10	$12.5	$15.3	$15.0	$17.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $10 TO $19 MILLION

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$13,100	$17,694	$17,000	$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	13,600	18,717	17,000	21,500
Age	11	32	45	43	53
Years with Present Bank	11	3	13	7	17
Years in Position	11	1	4	2	7
No. of Employees Supervised	10	0	7	6	10
Asset Size (Millions)	11	$12.0	$15.3	$16.0	$17.0

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$13,850	$16,874	$16,800	$18,250
Bonus	12	700	3,267	1,460	2,500
Total Compensation	17	14,850	19,180	16,920	21,313
Age	17	31	38	36	38
Years with Present Bank	17	4	6	5	8
Years in Position	17	2	5	4	6
No. of Employees Supervised	17	1	3	2	4
Asset Size (Millions)	17	$14.0	$15.2	$15.0	$16.5

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$9,800	$11,627	$11,000	$13,500
Bonus	6	317	831	650	925
Total Compensation	9	10,050	12,180	11,800	14,025
Age	8	26	32	30	32
Years with Present Bank	8	2	7	4	5
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	1	1	1
Asset Size (Millions)	9	$13.5	$14.9	$16.0	$16.0

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$14,070	$16,505	$16,000	$18,920
Bonus	11	453	893	738	1,155
Total Compensation	15	14,758	17,160	16,620	19,575
Age	14	32	39	36	41
Years with Present Bank	15	1	7	5	11
Years in Position	15	1	4	3	5
No. of Employees Supervised	14	1	3	2	3
Asset Size (Millions)	15	$13.0	$15.4	$15.0	$17.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-JR.					
Base Salary	12	$11,200	$12,765	$12,000	$14,000
Bonus	8	400	1,172	950	1,200
Total Compensation	12	11,628	13,547	13,000	14,400
Age	12	27	38	37	46
Years with Present Bank	12	1	5	4	6
Years in Position	12	0	2	1	2
No. of Employees Supervised	12	0	2	2	3
Asset Size (Millions)	12	$12.0	$14.2	$13.5	$16.0
INTERNAL AUDITING OFFICER					
Base Salary	5	$9,732	$12,342	$11,948	$13,474
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,262	13,018	11,948	13,974
Age		INSUFFICIENT DATA			
Years with Present Bank	5	5	8	8	9
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	5	$12.0	$14.0	$12.0	$14.5
OFFICER TRAINEE					
Base Salary	8	$10,500	$11,475	$11,350	$12,000
Bonus	5	462	663	650	742
Total Compensation	8	11,000	11,890	11,750	12,033
Age	8	23	27	26	26
Years with Present Bank	8	1	3	2	4
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	3	1	4
Asset Size (Millions)	8	$13.0	$14.5	$14.5	$16.0
OPERATIONS OFFICER-SR.					
Base Salary	32	$12,800	$15,711	$15,140	$17,600
Bonus	20	500	1,480	1,034	2,500
Total Compensation	32	13,716	16,636	16,000	18,300
Age	32	33	40	39	45
Years with Present Bank	32	4	10	9	10
Years in Position	32	2	4	3	5
No. of Employees Supervised	32	4	10	9	13
Asset Size (Millions)	32	$13.0	$14.7	$15.0	$16.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	20	$11,000	$13,141	$13,000	$14,000
Bonus	13	459	1,129	900	1,250
Total Compensation	20	11,300	13,875	13,950	14,600
Age	20	33	38	38	41
Years with Present Bank	20	3	9	7	13
Years in Position	20	1	2	2	3
No. of Employees Supervised	20	2	5	5	6
Asset Size (Millions)	20	$14.0	$15.7	$16.0	$17.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $20 TO $29 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 53 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Mortgage Loan Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	53	$32,500	$39,071	$38,500	$42,500
Bonus	43	1,700	4,426	3,080	6,000
Total Compensation	53	35,100	42,661	42,000	46,663
Age	52	40	49	50	56
Years with Present Bank	52	4	12	8	16
Years in Position	53	3	7	6	9
No. of Employees Supervised	51	21	32	30	37
Asset Size (Millions)	53	$21.0	$24.1	$24.0	$26.5
SECOND RANKING OFFICER					
Base Salary	44	$23,000	$26,916	$26,820	$29,700
Bonus	36	1,350	2,551	1,982	3,000
Total Compensation	44	24,500	29,003	28,760	32,000
Age	44	35	43	42	49
Years with Present Bank	44	4	9	7	13
Years in Position	44	2	6	5	7
No. of Employees Supervised	42	8	20	18	29
Asset Size (Millions)	44	$21.0	$24.0	$24.0	$27.0
BRANCH MANAGER					
Base Salary	28	$13,000	$16,500	$15,990	$18,900
Bonus	20	700	1,171	913	1,400
Total Compensation	28	14,300	17,336	16,375	19,650
Age	28	31	41	39	46
Years with Present Bank	28	2	7	7	9
Years in Position	28	1	3	2	4
No. of Employees Supervised	23	3	7	5	8
Asset Size (Millions)	28	$22.0	$24.5	$25.0	$27.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	$13,450	$16,850	$15,000	$17,150
Bonus	5	475	1,270	1,000	1,100
Total Compensation	6	14,175	17,908	17,100	18,750
Age	6	29	40	37	43
Years with Present Bank	6	2	11	5	9
Years in Position	5	2	3	3	3
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	$22.0	$25.8	$27.0	$27.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	15	$19,500	$22,413	$22,000	$24,500
Bonus	14	550	1,477	1,288	1,800
Total Compensation	15	19,800	23,792	23,054	27,042
Age	15	33	41	36	50
Years with Present Bank	15	1	5	4	8
Years in Position	15	1	3	2	5
No. of Employees Supervised	15	2	6	5	8
Asset Size (Millions)	15	$20.5	$24.4	$25.0	$26.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$14,900	$16,324	$16,000	$16,450
Bonus	5	500	1,288	750	1,220
Total Compensation	5	15,400	17,612	18,590	18,795
Age	5	30	33	32	33
Years with Present Bank	5	1	5	3	6
Years in Position	5	1	2	3	3
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$23.5	$25.8	$27.0	$27.0
CONTROLLER					
Base Salary	17	$16,300	$19,812	$19,800	$22,750
Bonus	13	763	1,576	1,320	1,750
Total Compensation	17	17,144	21,017	21,032	24,480
Age	17	32	40	40	47
Years with Present Bank	17	2	8	4	9
Years in Position	16	1	3	2	4
No. of Employees Supervised	15	2	18	15	22
Asset Size (Millions)	17	$23.0	$24.7	$25.0	$26.0
GENERAL LOAN OFFICER					
Base Salary	24	$15,525	$18,325	$18,000	$21,000
Bonus	17	817	1,397	1,304	1,550
Total Compensation	24	15,525	19,314	19,000	22,110
Age	24	32	38	37	43
Years with Present Bank	24	3	7	7	10
Years in Position	23	2	3	3	5
No. of Employees Supervised	24	0	6	5	6
Asset Size (Millions)	24	$21.0	$24.0	$24.0	$27.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	17	$11,550	$13,660	$13,156	$16,375
Bonus	13	275	1,050	681	1,277
Total Compensation	17	11,650	14,463	14,145	16,925
Age	17	29	35	33	40
Years with Present Bank	17	1	3	2	4
Years in Position	16	1	2	1	1
No. of Employees Supervised	15	0	1	0	1
Asset Size (Millions)	17	$24.0	$25.2	$25.0	$27.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	23	$16,350	$19,599	$18,300	$23,000
Bonus	18	768	1,979	1,250	2,233
Total Compensation	23	16,900	21,148	19,800	23,425
Age	23	34	40	39	44
Years with Present Bank	23	2	7	7	10
Years in Position	23	2	5	3	7
No. of Employees Supervised	21	1	4	3	5
Asset Size (Millions)	23	$20.0	$23.9	$24.0	$26.5
INSTALMENT LOAN OFFICER-JR.					
Base Salary	18	$12,000	$14,393	$14,350	$15,500
Bonus	13	639	1,056	1,087	1,335
Total Compensation	18	12,889	15,156	14,700	16,085
Age	18	31	38	34	39
Years with Present Bank	18	3	7	6	8
Years in Position	18	1	3	3	4
No. of Employees Supervised	16	0	2	1	2
Asset Size (Millions)	18	$22.5	$24.4	$24.0	$25.5
INTERNAL AUDITING OFFICER					
Base Salary	17	$11,150	$13,583	$12,000	$15,500
Bonus	13	534	1,130	950	1,095
Total Compensation	17	11,450	14,447	13,200	16,274
Age	17	28	36	34	42
Years with Present Bank	17	3	7	7	9
Years in Position	17	1	2	2	3
No. of Employees Supervised	17	0	3	0	1
Asset Size (Millions)	17	$24.0	$25.2	$25.0	$27.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE					
Base Salary	5	$10,350	$11,320	$11,700	$11,850
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,718	12,164	11,934	12,067
Age	5	26	30	27	30
Years with Present Bank		INSUFFICIENT DATA			
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	2	0	1
Asset Size (Millions)	5	$23.0	$24.8	$25.0	$25.0
OPERATIONS OFFICER-SR.					
Base Salary	34	$15,000	$18,659	$18,000	$21,900
Bonus	26	775	1,499	1,034	1,559
Total Compensation	34	16,118	19,805	18,489	23,050
Age	33	36	44	42	49
Years with Present Bank	33	4	10	8	13
Years in Position	34	2	4	3	5
No. of Employees Supervised	34	10	18	19	23
Asset Size (Millions)	34	$21.5	$24.4	$25.0	$27.0
OPERATIONS OFFICER-JR.					
Base Salary	22	$11,400	$12,724	$12,400	$13,750
Bonus	16	500	872	865	1,020
Total Compensation	22	11,966	13,358	13,000	14,477
Age	22	27	37	34	39
Years with Present Bank	21	5	8	7	9
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	4	7	6	9
Asset Size (Millions)	22	$21.5	$24.5	$24.5	$27.0
PERSONNEL OFFICER					
Base Salary	5	$12,330	$14,832	$15,000	$15,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,945	15,710	16,269	16,310
Age	5	29	43	45	50
Years with Present Bank	5	4	7	6	8
Years in Position	5	1	2	1	2
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$22.5	$25.6	$26.0	$27.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $30 TO $39 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 59 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

GEOGRAPHIC REGION: 3
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	57	$35,020	$42,294	$42,000	$46,825
Bonus	33	3,000	4,789	3,800	5,303
Total Compensation	57	37,000	45,066	43,500	49,625
Age	56	43	50	51	53
Years with Present Bank	57	7	18	14	29
Years in Position	55	3	7	4	10
No. of Employees Supervised	54	33	42	40	51
Asset Size (Millions)	57	$31.0	$34.2	$35.0	$36.5
SECOND RANKING OFFICER					
Base Salary	53	$25,500	$29,944	$28,600	$32,000
Bonus	28	2,000	3,314	2,631	3,500
Total Compensation	53	26,560	31,695	30,500	32,750
Age	52	37	43	42	48
Years with Present Bank	53	4	11	9	16
Years in Position	51	1	5	3	7
No. of Employees Supervised	50	20	33	33	43
Asset Size (Millions)	53	$31.0	$34.2	$35.0	$36.0
BRANCH MANAGER					
Base Salary	34	$15,000	$18,844	$18,000	$20,500
Bonus	21	850	1,917	1,450	2,125
Total Compensation	34	15,211	20,028	18,979	22,665
Age	33	31	38	35	41
Years with Present Bank	34	4	8	6	12
Years in Position	34	1	3	2	4
No. of Employees Supervised	34	5	7	6	8
Asset Size (Millions)	34	$31.5	$34.7	$35.0	$38.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	$14,250	$19,011	$17,320	$22,660
Bonus	6	675	1,372	1,375	1,625
Total Compensation	14	14,600	19,599	17,450	23,010
Age	14	29	35	35	38
Years with Present Bank	14	3	5	4	6
Years in Position	14	1	3	3	4
No. of Employees Supervised	14	0	4	2	4
Asset Size (Millions)	14	$31.0	$34.1	$34.5	$35.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	28	$21,500	$25,738	$25,750	$28,500
Bonus	13	1,325	3,094	2,200	2,977
Total Compensation	28	23,000	27,174	26,080	30,000
Age	28	33	41	40	49
Years with Present Bank	28	3	8	7	10
Years in Position	27	2	4	3	5
No. of Employees Supervised	27	3	10	7	10
Asset Size (Millions)	28	$32.0	$34.9	$35.0	$37.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	12	$14,800	$18,007	$15,500	$21,000
Bonus	7	450	1,091	900	1,500
Total Compensation	12	15,525	18,643	16,500	21,500
Age	11	28	39	35	48
Years with Present Bank	12	3	7	6	8
Years in Position	12	1	2	1	2
No. of Employees Supervised	11	0	4	2	7
Asset Size (Millions)	12	$31.0	$34.3	$34.5	$37.0
CONTROLLER					
Base Salary	20	$15,500	$21,663	$20,550	$25,500
Bonus	10	1,018	1,983	1,644	2,604
Total Compensation	20	15,869	22,655	21,350	25,760
Age	20	33	39	36	45
Years with Present Bank	20	8	13	14	17
Years in Position	19	1	3	2	3
No. of Employees Supervised	19	1	6	2	6
Asset Size (Millions)	20	$31.0	$34.3	$35.0	$36.0
GENERAL LOAN OFFICER					
Base Salary	18	$17,500	$21,560	$21,000	$24,589
Bonus	10	1,530	2,306	1,900	2,325
Total Compensation	18	18,350	22,841	22,575	26,350
Age	18	35	42	39	44
Years with Present Bank	18	4	10	9	14
Years in Position	17	2	5	2	4
No. of Employees Supervised	17	2	4	3	5
Asset Size (Millions)	18	$33.0	$34.8	$35.0	$37.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $30 TO $39 MILLION

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	21	$10,840	$13,242	$13,000	$15,500
Bonus	9	717	1,257	1,260	1,665
Total Compensation	21	11,040	13,781	13,860	16,100
Age	21	25	31	29	34
Years with Present Bank	21	2	4	3	4
Years in Position	20	1	2	3	3
No. of Employees Supervised	21	0	1	0	1
Asset Size (Millions)	21	$31.0	$33.8	$35.0	$35.0

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	35	$17,635	$22,452	$21,000	$25,000
Bonus	20	917	2,442	2,050	2,640
Total Compensation	35	19,250	23,847	23,000	25,354
Age	34	34	40	37	45
Years with Present Bank	35	4	9	7	14
Years in Position	34	2	5	3	8
No. of Employees Supervised	34	2	5	4	6
Asset Size (Millions)	35	$31.0	$34.0	$35.0	$36.0

INSTALMENT LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$12,710	$14,725	$14,988	$15,350
Bonus	13	808	1,533	1,200	1,705
Total Compensation	25	13,183	15,522	15,000	16,681
Age	24	28	36	35	40
Years with Present Bank	25	3	9	8	12
Years in Position	25	1	3	2	3
No. of Employees Supervised	25	0	2	1	4
Asset Size (Millions)	25	$31.5	$34.0	$34.0	$35.0

INTERNAL AUDITING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	26	$11,610	$15,635	$15,292	$16,500
Bonus	11	937	1,836	1,300	2,008
Total Compensation	26	12,100	16,412	15,587	17,636
Age	25	27	38	35	48
Years with Present Bank	26	4	11	7	10
Years in Position	24	1	2	2	3
No. of Employees Supervised	22	0	4	0	2
Asset Size (Millions)	26	$30.5	$33.8	$34.0	$36.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $30 TO $39 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$13,200	$18,576	$16,191	$21,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,200	18,958	16,191	24,177
Age	8	27	34	35	35
Years with Present Bank	8	2	6	4	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	3	2	2
Asset Size (Millions)	8	$32.0	$34.8	$35.0	$36.0

OFFICER TRAINEE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$11,500	$12,313	$12,000	$12,318
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,500	12,955	12,000	13,621
Age	6	23	30	25	29
Years with Present Bank	6	1	4	2	3
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	2	0	2
Asset Size (Millions)	6	$30.0	$32.8	$32.5	$35.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	37	$16,650	$20,238	$19,140	$23,070
Bonus	21	875	1,609	1,400	2,050
Total Compensation	37	17,285	21,151	21,276	24,099
Age	36	34	41	43	49
Years with Present Bank	37	4	12	9	18
Years in Position	35	2	4	3	6
No. of Employees Supervised	34	10	21	18	28
Asset Size (Millions)	37	$32.0	$34.5	$35.0	$37.0

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	21	$13,125	$14,680	$14,500	$16,000
Bonus	13	725	1,366	1,200	1,610
Total Compensation	21	13,125	15,526	15,850	16,712
Age	21	32	37	34	44
Years with Present Bank	21	6	12	9	17
Years in Position	20	2	3	2	3
No. of Employees Supervised	19	6	11	9	18
Asset Size (Millions)	21	$31.0	$33.2	$32.0	$35.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER					
Base Salary	12	$14,000	$16,252	$15,795	$16,680
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	16,813	15,795	18,000
Age	12	34	41	39	42
Years with Present Bank	12	4	12	10	16
Years in Position	12	1	2	2	2
No. of Employees Supervised	11	0	13	7	19
Asset Size (Millions)	12	$30.0	$33.8	$33.0	$36.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $40 TO $49 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 60 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed $49 million. The reason for this being is that banks with assets just over $50 million were instructed to complete the under $50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	59	$41,080	$47,706	$47,000	$52,500
Bonus	40	2,800	5,325	4,425	7,826
Total Compensation	59	43,696	51,316	49,000	57,165
Age	59	43	51	51	58
Years with Present Bank	59	6	17	14	26
Years in Position	59	4	9	7	12
No. of Employees Supervised	58	36	49	50	64
Asset Size (Millions)	59	$42.0	$46.5	$46.0	$50.5
SECOND RANKING OFFICER					
Base Salary	54	$27,770	$32,827	$32,375	$36,000
Bonus	36	1,100	3,041	2,734	3,400
Total Compensation	54	28,883	34,855	33,660	38,220
Age	54	41	48	48	54
Years with Present Bank	54	7	16	14	23
Years in Position	54	2	6	5	8
No. of Employees Supervised	54	10	35	34	52
Asset Size (Millions)	54	$42.5	$46.6	$46.0	$50.0
BRANCH MANAGER					
Base Salary	37	$14,350	$18,400	$18,275	$21,250
Bonus	21	476	1,323	1,200	1,750
Total Compensation	37	14,809	19,151	18,500	22,088
Age	35	33	39	36	46
Years with Present Bank	35	3	9	9	12
Years in Position	36	1	3	2	3
No. of Employees Supervised	36	4	7	6	8
Asset Size (Millions)	37	$42.0	$46.3	$47.0	$50.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	17	$14,150	$20,195	$18,000	$23,500
Bonus	12	150	1,470	1,312	1,800
Total Compensation	17	14,840	21,232	18,000	24,475
Age	17	36	46	45	56
Years with Present Bank	17	5	13	11	16
Years in Position	17	3	5	5	7
No. of Employees Supervised	17	0	5	1	2
Asset Size (Millions)	17	$43.0	$46.8	$46.0	$49.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

COMMERCIAL LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	36	$21,800	$26,547	$25,250	$30,000
Bonus	21	610	1,545	1,500	2,292
Total Compensation	36	22,900	27,448	27,323	30,100
Age	36	36	41	41	46
Years with Present Bank	36	2	8	4	9
Years in Position	36	2	4	3	4
No. of Employees Supervised	36	3	6	5	8
Asset Size (Millions)	36	$42.0	$47.6	$47.5	$51.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	24	$15,000	$19,229	$18,000	$22,000
Bonus	13	634	1,683	1,587	2,000
Total Compensation	24	15,000	20,140	18,963	22,000
Age	24	30	37	35	45
Years with Present Bank	24	2	7	5	7
Years in Position	23	1	3	2	3
No. of Employees Supervised	24	0	4	2	4
Asset Size (Millions)	24	$42.0	$47.0	$46.5	$51.0

CONTROLLER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	28	$17,820	$21,521	$20,598	$24,100
Bonus	21	650	1,499	1,500	2,195
Total Compensation	28	18,105	22,645	21,653	26,350
Age	28	32	41	39	46
Years with Present Bank	28	5	12	8	18
Years in Position	27	2	3	3	4
No. of Employees Supervised	28	1	9	3	10
Asset Size (Millions)	28	$42.0	$46.1	$46.0	$50.0

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	33	$15,650	$20,278	$18,936	$23,600
Bonus	20	600	1,616	1,530	2,065
Total Compensation	33	17,330	21,257	20,000	24,175
Age	33	33	41	38	47
Years with Present Bank	33	3	11	8	13
Years in Position	33	2	5	3	8
No. of Employees Supervised	33	1	4	3	6
Asset Size (Millions)	33	$43.5	$46.4	$46.0	$50.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	22	$10,450	$12,376	$11,705	$12,600
Bonus	13	450	1,238	1,200	1,492
Total Compensation	22	10,450	13,108	12,561	13,897
Age	22	27	35	33	38
Years with Present Bank	22	2	4	3	5
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	0	1	0	1
Asset Size (Millions)	22	$42.5	$47.2	$48.0	$51.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	40	$16,000	$20,238	$19,000	$24,756
Bonus	27	832	1,540	1,500	2,092
Total Compensation	40	17,280	21,278	19,700	25,000
Age	40	34	43	40	49
Years with Present Bank	40	4	12	8	16
Years in Position	39	2	5	4	6
No. of Employees Supervised	40	1	4	4	6
Asset Size (Millions)	40	$42.0	$46.6	$46.5	$51.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	42	$12,250	$14,695	$14,000	$15,500
Bonus	25	535	1,034	1,000	1,250
Total Compensation	42	12,605	15,311	14,365	16,765
Age	41	30	35	33	39
Years with Present Bank	42	3	8	6	10
Years in Position	41	1	2	2	3
No. of Employees Supervised	42	0	2	1	4
Asset Size (Millions)	42	$42.0	$46.7	$47.0	$51.0
INTERNAL AUDITING OFFICER					
Base Salary	34	$12,775	$15,565	$14,550	$17,100
Bonus	22	415	1,095	1,123	1,480
Total Compensation	34	13,125	16,274	15,043	17,450
Age	33	28	36	35	42
Years with Present Bank	33	3	8	6	9
Years in Position	33	1	2	2	3
No. of Employees Supervised	34	0	0	0	1
Asset Size (Millions)	34	$42.0	$46.6	$46.5	$51.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	8	$13,550	$16,614	$16,500	$18,275
Bonus	6	440	1,262	1,340	1,496
Total Compensation	8	14,079	17,561	17,015	20,412
Age	8	28	37	35	38
Years with Present Bank	8	1	8	7	7
Years in Position	7	1	4	3	3
No. of Employees Supervised	8	2	2	2	3
Asset Size (Millions)	8	$42.0	$47.9	$48.5	$52.0
OFFICER TRAINEE					
Base Salary	12	$11,000	$11,488	$11,600	$12,000
Bonus	5	125	614	900	910
Total Compensation	12	11,000	11,744	11,850	12,150
Age	12	23	28	25	30
Years with Present Bank	12	1	3	2	2
Years in Position	12	0	1	1	1
No. of Employees Supervised	12	0	1	0	0
Asset Size (Millions)	12	$40.0	$44.8	$44.0	$47.0
OPERATIONS OFFICER-SR.					
Base Salary	42	$18,750	$24,010	$24,056	$28,000
Bonus	27	700	1,871	1,500	2,485
Total Compensation	42	19,375	25,213	24,975	29,325
Age	42	36	41	39	47
Years with Present Bank	42	5	11	10	17
Years in Position	41	2	5	3	6
No. of Employees Supervised	42	13	25	21	32
Asset Size (Millions)	42	$42.0	$45.5	$45.5	$48.0
OPERATIONS OFFICER-JR.					
Base Salary	37	$12,000	$15,115	$14,500	$17,000
Bonus	22	605	1,284	1,228	1,763
Total Compensation	37	12,514	15,879	15,513	18,831
Age	37	31	41	39	46
Years with Present Bank	37	6	11	12	16
Years in Position	37	1	3	2	4
No. of Employees Supervised	37	1	8	6	12
Asset Size (Millions)	37	$42.5	$46.6	$46.0	$50.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	28	$14,600	$17,767	$16,238	$19,000
Bonus	17	635	1,246	1,000	1,404
Total Compensation	28	14,600	18,524	17,004	20,500
Age	28	39	45	44	52
Years with Present Bank	28	6	13	9	16
Years in Position	27	1	4	3	5
No. of Employees Supervised	28	0	8	3	10
Asset Size (Millions)	28	$45.0	$47.9	$47.5	$51.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $50 TO $99 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 73 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	73	$46,000	$53,574	$52,000	$60,000
Bonus	33	2,641	7,390	5,670	9,488
Total Compensation	73	46,488	56,915	54,100	62,510
Age	73	43	51	50	58
Years with Present Bank	72	7	15	14	19
Years in Position	73	3	7	6	10
No. of Employees Supervised	71	61	82	79	108
Asset Size (Millions)	73	$60.0	$73.8	$75.0	$85.0
ADVERTISING OFFICER					
Base Salary	14	$12,250	$20,371	$22,000	$25,150
Bonus	5	925	1,305	1,451	1,501
Total Compensation	14	12,675	20,837	22,000	25,876
Age	14	31	41	38	46
Years with Present Bank	14	2	11	9	16
Years in Position	14	1	4	2	3
No. of Employees Supervised	14	1	1	1	2
Asset Size (Millions)	14	$57.5	$73.4	$71.5	$90.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	20	$26,000	$35,478	$34,150	$38,500
Bonus	10	1,270	3,194	2,698	3,500
Total Compensation	20	27,040	37,074	35,275	38,500
Age	20	43	50	50	55
Years with Present Bank	20	9	21	16	33
Years in Position	20	3	7	6	10
No. of Employees Supervised	19	1	18	5	19
Asset Size (Millions)	20	$59.0	$73.4	$71.0	$85.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	32	$28,000	$33,361	$31,780	$38,000
Bonus	12	623	3,286	3,000	4,350
Total Compensation	32	28,000	34,593	34,500	38,438
Age	32	41	47	46	51
Years with Present Bank	32	7	15	15	20
Years in Position	32	1	4	3	6
No. of Employees Supervised	32	6	36	36	54
Asset Size (Millions)	32	$60.0	$74.8	$78.0	$87.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	30	$19,050	$22,411	$22,275	$25,000
Bonus	10	440	1,190	1,448	1,600
Total Compensation	30	19,175	22,808	22,275	25,955
Age	30	33	40	40	45
Years with Present Bank	30	5	9	8	11
Years in Position	30	1	3	2	4
No. of Employees Supervised	30	10	12	11	13
Asset Size (Millions)	30	$60.0	$74.5	$74.5	$86.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	61	$15,000	$18,641	$18,200	$21,650
Bonus	25	668	1,186	1,080	1,500
Total Compensation	61	15,213	19,128	18,707	22,400
Age	61	32	42	42	48
Years with Present Bank	61	4	8	7	11
Years in Position	61	1	3	2	3
No. of Employees Supervised	60	5	6	6	7
Asset Size (Millions)	61	$60.0	$73.9	$75.0	$85.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	10	$19,950	$26,715	$25,704	$30,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	19,950	26,913	25,704	31,160
Age	10	38	48	45	55
Years with Present Bank	10	3	8	6	11
Years in Position	10	2	6	5	6
No. of Employees Supervised	9	1	9	2	3
Asset Size (Millions)	10	$58.0	$72.7	$77.5	$83.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	$14,950	$20,360	$20,520	$22,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,950	20,863	20,520	24,325
Age	11	35	42	40	41
Years with Present Bank	11	1	9	5	9
Years in Position	11	1	3	1	5
No. of Employees Supervised	11	0	1	0	1
Asset Size (Millions)	11	$56.5	$72.7	$73.0	$84.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	18	$16,175	$21,953	$18,700	$25,780
Bonus	6	704	2,449	1,200	2,694
Total Compensation	18	17,375	22,770	18,700	25,780
Age	18	32	41	39	49
Years with Present Bank	18	4	10	8	12
Years in Position	18	1	3	3	4
No. of Employees Supervised	18	2	5	4	7
Asset Size (Millions)	18	$63.0	$73.9	$76.0	$83.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	38	$26,725	$31,377	$30,500	$35,650
Bonus	18	1,313	3,188	2,788	4,213
Total Compensation	38	27,000	32,887	31,563	35,888
Age	38	36	41	39	47
Years with Present Bank	38	6	11	10	15
Years in Position	38	2	5	4	7
No. of Employees Supervised	37	5	12	8	10
Asset Size (Millions)	38	$59.5	$75.9	$80.0	$86.5
COMMERCIAL LOAN OFFICER					
Base Salary	44	$22,200	$25,5[illegible]4	$25,000	$28,500
Bonus	20	850	1,646	1,614	2,325
Total Compensation	44	22,200	26,282	25,614	29,000
Age	44	34	41	40	46
Years with Present Bank	44	2	9	8	12
Years in Position	44	1	3	3	5
No. of Employees Supervised	44	1	3	3	5
Asset Size (Millions)	44	$60.0	$75.0	$78.0	$86.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	32	$15,000	$17,139	$17,500	$20,000
Bonus	11	406	1,177	1,250	1,645
Total Compensation	32	15,000	17,544	18,000	20,200
Age	32	28	35	31	40
Years with Present Bank	32	1	6	6	8
Years in Position	32	1	2	1	2
No. of Employees Supervised	32	0	2	1	3
Asset Size (Millions)	32	$58.0	$74.0	$76.0	$86.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	13	$20,500	$25,546	$26,000	$28,400
Bonus	6	715	1,989	1,528	2,800
Total Compensation	13	20,500	26,464	26,000	28,928
Age	13	35	37	36	39
Years with Present Bank	13	4	8	7	11
Years in Position	13	2	4	4	6
No. of Employees Supervised	13	6	11	11	12
Asset Size (Millions)	13	$57.0	$69.6	$69.0	$76.0
FINANCIAL OFFICER-SR.					
Base Salary	37	$22,200	$26,320	$25,800	$29,850
Bonus	18	764	1,974	1,597	2,725
Total Compensation	37	22,788	27,281	26,910	31,561
Age	37	37	43	42	47
Years with Present Bank	37	6	13	13	18
Years in Position	37	2	4	3	5
No. of Employees Supervised	37	3	10	4	7
Asset Size (Millions)	37	$59.0	$73.6	$78.0	$85.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	31	$12,000	$14,452	$14,000	$16,900
Bonus	13	464	809	600	963
Total Compensation	31	12,240	14,791	14,000	17,139
Age	31	30	38	34	43
Years with Present Bank	31	2	5	4	8
Years in Position	31	1	3	2	4
No. of Employees Supervised	31	0	2	1	2
Asset Size (Millions)	31	$60.0	$73.6	$72.0	$86.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	52	$19,390	$23,243	$23,000	$26,750
Bonus	26	710	1,489	1,281	1,736
Total Compensation	52	19,792	23,987	23,638	27,500
Age	52	36	42	41	46
Years with Present Bank	52	5	10	10	12
Years in Position	52	2	6	5	9
No. of Employees Supervised	51	4	7	6	10
Asset Size (Millions)	52	$60.0	$74.6	$78.0	$85.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	53	$14,504	$17,852	$17,000	$18,160
Bonus	23	519	1,079	900	1,238
Total Compensation	53	14,670	18,320	17,500	18,706
Age	53	33	42	40	48
Years with Present Bank	53	5	12	10	14
Years in Position	53	2	5	4	7
No. of Employees Supervised	53	0	2	0	3
Asset Size (Millions)	53	$62.0	$76.2	$78.0	$87.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	47	$14,850	$18,412	$17,500	$21,500
Bonus	17	332	1,017	1,200	1,538
Total Compensation	47	14,850	18,780	18,000	22,000
Age	47	31	40	42	46
Years with Present Bank	47	4	9	7	14
Years in Position	47	1	4	3	5
No. of Employees Supervised	47	0	1	1	1
Asset Size (Millions)	47	$60.5	$75.7	$78.0	$87.5
LOAN REVIEW OFFICER					
Base Salary	19	$13,450	$20,943	$21,200	$24,770
Bonus	7	75	741	575	1,234
Total Compensation	19	13,646	21,215	21,540	24,795
Age	19	32	39	38	43
Years with Present Bank	19	5	11	11	13
Years in Position	19	1	3	2	4
No. of Employees Supervised	19	0	4	2	5
Asset Size (Millions)	19	$59.0	$76.2	$80.0	$88.5
MARKETING DIRECTOR					
Base Salary	20	$15,300	$20,306	$20,050	$25,000
Bonus	8	482	918	824	990
Total Compensation	20	15,300	20,673	20,888	25,000
Age	20	33	38	35	41
Years with Present Bank	20	2	9	6	11
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	0	6	1	1
Asset Size (Millions)	20	$73.0	$81.6	$83.0	$90.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	16	$16,500	$24,701	$25,750	$30,000
Bonus	7	463	1,286	1,275	1,400
Total Compensation	16	17,325	25,263	25,800	31,000
Age	16	44	48	49	55
Years with Present Bank	16	3	15	15	24
Years in Position	16	3	5	5	6
No. of Employees Supervised	16	1	3	3	4
Asset Size (Millions)	16	$68.0	$77.1	$78.0	$85.0
MORTGAGE LOAN OFFICER					
Base Salary	15	$17,350	$22,339	$20,600	$27,790
Bonus	6	513	1,561	1,325	2,219
Total Compensation	15	17,763	22,963	20,600	28,850
Age	15	34	45	46	54
Years with Present Bank	15	2	10	7	13
Years in Position	15	2	5	3	6
No. of Employees Supervised	15	0	1	1	2
Asset Size (Millions)	15	$59.0	$73.5	$77.0	$83.0
NEW ACCOUNTS OFFICER					
Base Salary	32	$12,300	$14,226	$13,650	$16,500
Bonus	17	525	1,043	844	1,390
Total Compensation	32	12,400	14,780	14,175	16,700
Age	32	33	45	46	55
Years with Present Bank	32	7	15	12	22
Years in Position	32	1	4	3	5
No. of Employees Supervised	32	2	4	3	5
Asset Size (Millions)	32	$58.0	$73.1	$74.5	$85.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	11	$10,190	$11,971	$12,000	$13,100
Bonus		INSUFFICIENT DATA			
Total Compensation	11	10,198	11,977	12,000	13,100
Age	11	23	25	24	26
Years with Present Bank	11	1	1	1	1
Years in Position	11	0	1	1	1
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	11	$60.0	$77.5	$79.0	$89.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	62	$19,625	$24,190	$24,000	$28,374
Bonus	24	790	1,682	1,614	2,326
Total Compensation	62	19,960	24,841	24,000	29,375
Age	62	33	41	40	46
Years with Present Bank	62	6	13	10	17
Years in Position	62	1	5	3	7
No. of Employees Supervised	61	16	32	29	42
Asset Size (Millions)	62	$60.0	$74.9	$77.5	$86.5
PERSONNEL OFFICER-SR.					
Base Salary	42	$16,000	$19,000	$18,750	$21,250
Bonus	17	596	1,002	910	1,475
Total Compensation	42	16,378	19,406	18,974	22,200
Age	42	36	45	45	53
Years with Present Bank	42	5	12	10	18
Years in Position	42	2	4	3	5
No. of Employees Supervised	41	0	4	1	2
Asset Size (Millions)	42	$60.0	$75.8	$79.0	$86.5
SECURITY OFFICER-SR.					
Base Salary	19	$13,800	$16,801	$16,500	$19,020
Bonus	7	38	733	650	1,042
Total Compensation	19	13,905	17,070	16,500	19,745
Age	19	36	45	46	53
Years with Present Bank	19	4	11	8	16
Years in Position	19	1	3	2	4
No. of Employees Supervised	19	0	2	1	3
Asset Size (Millions)	19	$63.5	$80.3	$86.0	$90.5
TRAINING DIRECTOR					
Base Salary	6	$12,150	$14,967	$14,750	$15,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,172	15,065	14,750	15,522
Age	6	26	31	29	34
Years with Present Bank	6	2	4	3	4
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	2	1	3
Asset Size (Millions)	6	$53.0	$65.0	$65.5	$72.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	29	$24,400	$28,695	$29,000	$31,250
Bonus	11	1,255	2,058	1,676	2,953
Total Compensation	29	24,575	29,476	29,280	32,525
Age	29	39	45	43	50
Years with Present Bank	29	5	10	10	15
Years in Position	29	3	6	5	9
No. of Employees Supervised	29	2	4	4	6
Asset Size (Millions)	29	$69.0	$78.4	$80.0	$88.0
TRUST OPERATIONS MANAGER					
Base Salary	18	$12,650	$16,764	$15,950	$19,150
Bonus	8	500	1,090	1,106	1,250
Total Compensation	18	12,900	17,249	16,575	19,800
Age	18	38	45	46	52
Years with Present Bank	18	7	12	10	16
Years in Position	18	2	5	4	7
No. of Employees Supervised	18	1	2	1	4
Asset Size (Millions)	18	$66.5	$79.7	$83.0	$89.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $100 TO $249 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 75 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

International Banking Officer-Sr.

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	72	$57,900	$70,087	$68,176	$80,000
Bonus	35	5,694	12,747	8,500	16,500
Total Compensation	72	59.000	76,284	72,050	86,800
Age	72	46	51	54	58
Years with Present Bank	72	7	17	15	23
Years in Position	72	4	8	7	10
No. of Employees Supervised	71	115	162	164	213
Asset Size (Millions)	72	$118.0	$143.7	$140.0	$164.0
ADVERTISING OFFICER					
Base Salary	21	$19,180	$22,655	$21,500	$27,000
Bonus	7	252	1,566	1,500	1,982
Total Compensation	21	19,180	23,177	21,500	27,250
Age	21	33	41	38	47
Years with Present Bank	21	2	11	8	13
Years in Position	21	1	4	2	3
No. of Employees Supervised	21	1	8	1	3
Asset Size (Millions)	21	$117.5	$151.0	$150.0	$176.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	31	$25,750	$34,281	$30,000	$43,300
Bonus	12	1,100	2,825	2,291	3,270
Total Compensation	31	26,150	35,374	31,350	44,735
Age	31	39	46	47	51
Years with Present Bank	31	5	13	11	20
Years in Position	31	2	6	5	9
No. of Employees Supervised	29	1	19	3	11
Asset Size (Millions)	31	$123.5	$150.7	$150.0	$177.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	35	$28,750	$37,366	$37,785	$46,050
Bonus	12	1,840	4,092	3,909	4,900
Total Compensation	35	28,750	38,770	41,623	48,170
Age	35	39	46	46	53
Years with Present Bank	35	5	11	10	16
Years in Position	35	1	4	3	6
No. of Employees Supervised	35	36	92	85	133
Asset Size (Millions)	35	$119.0	$149.9	$145.0	$172.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

BRANCH MANAGER-LARGE(31+)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$26,583	$32,492	$32,400	$38,400
Bonus	5	1,513	2,585	2,500	2,767
Total Compensation	15	27,645	33,354	33,500	38,400
Age	15	33	41	40	45
Years with Present Bank	15	5	13	13	18
Years in Position	15	1	5	3	5
No. of Employees Supervised	15	19	44	31	51
Asset Size (Millions)	15	$127.5	$148.4	$142.0	$167.0

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	41	$20,488	$24,208	$24,100	$27,153
Bonus	16	1,025	1,641	1,490	2,000
Total Compensation	41	21,363	24,848	24,326	28,397
Age	41	34	41	38	44
Years with Present Bank	41	3	10	8	11
Years in Position	41	2	4	3	5
No. of Employees Supervised	41	11	15	14	16
Asset Size (Millions)	41	$119.0	$147.1	$138.0	$172.5

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	56	$17,000	$19,574	$19,020	$21,007
Bonus	19	461	1,107	770	1,308
Total Compensation	56	17,086	19,950	19,537	21,770
Age	56	34	41	41	45
Years with Present Bank	56	3	9	9	13
Years in Position	56	1	3	2	4
No. of Employees Supervised	55	5	7	7	8
Asset Size (Millions)	56	$114.0	$142.0	$135.5	$166.0

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	23	$20,390	$27,191	$25,000	$30,750
Bonus	9	1,094	1,586	1,332	2,061
Total Compensation	23	21,197	27,812	25,080	31,461
Age	23	35	46	46	56
Years with Present Bank	23	3	11	9	16
Years in Position	23	1	4	3	4
No. of Employees Supervised	22	1	3	1	4
Asset Size (Millions)	23	$104.0	$146.5	$155.0	$176.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	17	$13,500	$18,193	$16,600	$20,250
Bonus	13	660	1,589	1,155	1,944
Total Compensation	17	13,937	19,408	18,260	23,000
Age	15	32	46	45	58
Years with Present Bank	17	4	8	5	7
Years in Position	17	2	3	3	4
No. of Employees Supervised	17	0	1	0	1
Asset Size (Millions)	17	$121.5	$146.6	$145.0	$166.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	31	$15,450	$21,677	$18,500	$25,300
Bonus	14	617	1,484	1,100	1,675
Total Compensation	31	16,000	22,347	19,468	26,450
Age	31	28	36	36	42
Years with Present Bank	31	2	7	4	10
Years in Position	31	1	3	2	3
No. of Employees Supervised	30	2	5	5	5
Asset Size (Millions)	31	$106.5	$144.3	$142.0	$167.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	60	$29,799	$35,460	$35,500	$40,000
Bonus	28	1,560	3,181	2,896	4,000
Total Compensation	60	30,065	36,945	36,950	44,372
Age	60	37	43	43	46
Years with Present Bank	60	4	11	11	16
Years in Position	60	1	4	4	7
No. of Employees Supervised	59	5	12	8	14
Asset Size (Millions)	60	$117.0	$145.7	$142.0	$170.0
COMMERCIAL LOAN OFFICER					
Base Salary	62	$22,350	$26,438	$26,814	$29,000
Bonus	25	854	2,046	2,000	2,958
Total Compensation	62	22,907	27,263	27,000	29,714
Age	62	33	40	39	47
Years with Present Bank	62	4	9	8	12
Years in Position	62	2	4	3	6
No. of Employees Supervised	61	0	4	2	6
Asset Size (Millions)	62	$117.5	$144.0	$140.0	$165.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	37	$15,350	$18,350	$18,500	$21,000
Bonus	14	461	893	7[illegible]3	1,158
Total Compensation	37	15,450	18,688	19,040	21,188
Age	37	28	34	32	36
Years with Present Bank	37	2	5	3	6
Years in Position	37	1	2	1	2
No. of Employees Supervised	37	0	1	0	1
Asset Size (Millions)	37	$118.5	$148.6	$144.0	$172.5
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	11	$24,100	$32,318	$31,000	$37,250
Bonus	6	530	1,477	1,250	1,750
Total Compensation	11	24,290	33,124	31,000	38,900
Age	11	33	47	51	58
Years with Present Bank	11	3	14	10	18
Years in Position	11	1	7	5	10
No. of Employees Supervised	11	1	7	2	10
Asset Size (Millions)	11	$110.5	$161.6	$175.0	$182.0
EDP OFFICER-SR.					
Base Salary	25	$22,740	$29,806	$29,100	$35,000
Bonus	11	1,213	2,369	1,662	3,334
Total Compensation	25	24,170	30,848	29,100	35,000
Age	25	33	37	35	42
Years with Present Bank	25	3	8	7	10
Years in Position	25	2	5	4	6
No. of Employees Supervised	25	11	18	14	23
Asset Size (Millions)	25	$118.5	$150.6	$145.0	$177.0
FINANCIAL OFFICER-SR.					
Base Salary	56	$23,698	$30,144	$28,500	$35,200
Bonus	28	1,300	2,800	2,451	3,500
Total Compensation	56	24,000	31,544	29,419	38,064
Age	56	35	44	46	54
Years with Present Bank	56	8	12	10	17
Years in Position	56	1	5	4	8
No. of Employees Supervised	55	3	13	5	9
Asset Size (Millions)	56	$119.0	$146.1	$143.0	$175.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	42	$13,350	$16,842	$16,414	$19,800
Bonus	17	542	1,100	885	1,400
Total Compensation	42	13,734	17,287	16,500	20,247
Age	42	31	39	36	44
Years with Present Bank	42	3	8	7	10
Years in Position	42	1	3	3	4
No. of Employees Supervised	41	2	4	4	5
Asset Size (Millions)	42	$118.5	$143.2	$139.0	$164.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	62	$20,850	$26,888	$26,950	$31,600
Bonus	30	553	1,767	1,694	2,474
Total Compensation	62	21,425	27,743	27,681	32,502
Age	62	37	44	44	51
Years with Present Bank	62	5	11	10	15
Years in Position	62	1	6	4	8
No. of Employees Supervised	61	5	11	8	13
Asset Size (Millions)	62	$117.5	$144.1	$140.0	$172.5
INSTALMENT LOAN OFFICER					
Base Salary	60	$15,000	$18,395	$17,150	$21,000
Bonus	25	557	1,223	1,200	1,600
Total Compensation	60	15,775	18,904	17,400	21,500
Age	60	32	40	40	46
Years with Present Bank	60	5	9	8	12
Years in Position	60	2	4	3	7
No. of Employees Supervised	59	0	4	2	7
Asset Size (Millions)	60	$116.0	$140.4	$138.0	$162.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	59	$18,550	$21,664	$21,315	$25,000
Bonus	28	847	1,561	1,525	2,131
Total Compensation	59	18,706	22,405	22,868	25,250
Age	59	32	40	36	46
Years with Present Bank	59	2	7	5	11
Years in Position	59	1	4	3	6
No. of Employees Supervised	58	1	2	2	3
Asset Size (Millions)	59	$117.5	$142.3	$136.0	$161.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

LOAN REVIEW OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$21,000	$26,625	$25,700	$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	21,820	27,243	25,700	30,000
Age	16	30	43	43	56
Years with Present Bank	16	2	9	8	11
Years in Position	16	1	3	2	3
No. of Employees Supervised	16	1	5	4	6
Asset Size (Millions)	16	$108.0	$136.6	$133.0	$162.0

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	24	$16,920	$20,352	$18,950	$23,500
Bonus	6	715	1,464	1,500	1,727
Total Compensation	24	17,000	20,718	19,559	23,500
Age	24	31	42	43	47
Years with Present Bank	24	3	7	5	9
Years in Position	24	1	3	3	4
No. of Employees Supervised	23	0	2	2	4
Asset Size (Millions)	24	$106.0	$135.9	$132.0	$162.0

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	38	$22,650	$29,013	$27,675	$34,000
Bonus	15	725	2,320	1,500	4,250
Total Compensation	38	23,343	29,929	27,820	34,496
Age	37	34	42	40	49
Years with Present Bank	37	6	12	10	16
Years in Position	37	2	5	4	7
No. of Employees Supervised	37	3	5	4	6
Asset Size (Millions)	38	$119.0	$146.5	$143.0	$165.0

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	27	$16,700	$21,361	$20,160	$25,000
Bonus	10	312	1,316	1,000	1,670
Total Compensation	27	16,900	21,848	20,191	25,975
Age	27	33	39	37	43
Years with Present Bank	27	3	9	7	12
Years in Position	27	2	4	3	6
No. of Employees Supervised	27	1	2	2	3
Asset Size (Millions)	27	$116.5	$147.9	$150.0	$175.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	16	$14,500	$16,743	$16,150	$18,000
Bonus	8	440	1,030	823	1,350
Total Compensation	16	14,500	17,258	17,425	18,968
Age	16	31	40	37	51
Years with Present Bank	16	5	9	8	12
Years in Position	16	1	3	2	3
No. of Employees Supervised	16	0	2	0	3
Asset Size (Millions)	16	$127.0	$157.0	$153.5	$176.0
NEW ACCOUNTS OFFICER					
Base Salary	42	$13,000	$15,341	$14,616	$16,517
Bonus	22	487	1,107	1,000	1,387
Total Compensation	42	13,000	15,921	15,062	17,360
Age	42	33	42	42	50
Years with Present Bank	42	4	13	13	19
Years in Position	42	1	3	2	3
No. of Employees Supervised	41	3	7	6	8
Asset Size (Millions)	42	$111.5	$140.7	$141.0	$161.5
OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	6	$11,850	$13,567	$13,250	$14,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,900	13,664	13,250	14,500
Age	6	25	25	25	25
Years with Present Bank	6	0	1	1	1
Years in Position	6	0	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$142.0	$168.8	$177.5	$179.5
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	24	$10,200	$11,985	$12,100	$13,000
Bonus	5	412	725	500	750
Total Compensation	24	10,200	12,136	12,100	13,250
Age	24	23	25	25	26
Years with Present Bank	24	1	1	1	2
Years in Position	24	0	1	1	1
No. of Employees Supervised	23	0	0	0	0
Asset Size (Millions)	24	$125.0	$146.1	$139.0	$164.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	67	$24,500	$31,456	$32,000	$37,500
Bonus	28	1,050	2,985	2,593	4,000
Total Compensation	67	24,788	32,703	32,000	38,283
Age	68	36	43	40	50
Years with Present Bank	68	4	11	9	18
Years in Position	68	1	5	4	7
No. of Employees Supervised	65	27	52	48	67
Asset Size (Millions)	68	$118.0	$142.9	$140.0	$164.0
PERSONNEL OFFICER-SR.					
Base Salary	68	$17,500	$22,131	$20,500	$25,500
Bonus	23	698	1,850	1,662	2,284
Total Compensation	68	18,000	22,756	21,147	26,000
Age	67	35	45	44	53
Years with Present Bank	67	4	10	8	15
Years in Position	67	2	5	4	7
No. of Employees Supervised	66	1	18	2	4
Asset Size (Millions)	68	$117.0	$144.0	$140.0	$166.0
SECURITY OFFICER-SR.					
Base Salary	30	$14,900	$21,071	$20,400	$24,083
Bonus	11	625	1,536	1,500	2,025
Total Compensation	30	15,025	21,634	20,400	25,010
Age	29	40	47	48	52
Years with Present Bank	30	4	11	8	13
Years in Position	30	1	4	2	7
No. of Employees Supervised	30	0	5	2	6
Asset Size (Millions)	30	$119.0	$143.0	$144.0	$163.0
TRAINING DIRECTOR					
Base Salary	14	$12,145	$15,491	$15,125	$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	12,145	15,518	15,125	19,000
Age	14	31	38	34	42
Years with Present Bank	14	6	10	9	11
Years in Position	14	1	2	1	2
No. of Employees Supervised	14	0	6	0	1
Asset Size (Millions)	14	$104.0	$135.5	$133.0	$161.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $100 TO $249 MILLION

TRUST DEPARTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	48	$32,500	$37,762	$37,100	$41,200
Bonus	22	1,595	3,056	2,365	3,650
Total Compensation	48	33,475	39,163	38,419	45,000
Age	47	39	48	50	56
Years with Present Bank	48	3	11	8	19
Years in Position	47	2	7	4	11
No. of Employees Supervised	47	3	8	6	11
Asset Size (Millions)	48	$116.0	$144.9	$142.0	$170.0

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	36	$14,820	$18,803	$16,875	$20,460
Bonus	14	518	1,310	1,217	1,500
Total Compensation	36	14,820	19,313	17,521	21,074
Age	36	33	44	46	52
Years with Present Bank	36	3	10	8	16
Years in Position	36	1	3	2	4
No. of Employees Supervised	35	2	4	4	6
Asset Size (Millions)	36	$117.0	$147.3	$145.0	$177.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $250 TO $499 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 15 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Business Development Officer
International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	15	$79,355	$95,631	$95,000	$114,000
Bonus	5	5,185	26,774	24,000	28,250
Total Compensation	15	79,355	104,555	106,000	120,000
Age	15	49	54	56	58
Years with Present Bank	15	7	14	10	21
Years in Position	15	1	7	7	9
No. of Employees Supervised	15	237	382	411	492
Asset Size (Millions)	15	$288.0	$335.1	$304.0	$381.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	9	$27,300	$33,978	$32,000	$40,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	27,772	35,183	32,000	44,250
Age	9	34	44	41	50
Years with Present Bank	9	7	17	8	23
Years in Position	9	2	6	7	8
No. of Employees Supervised	9	1	3	3	4
Asset Size (Millions)	9	$273.0	$341.8	$357.0	$381.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	13	$35,450	$43,837	$41,775	$47,750
Bonus	6	1,743	8,059	4,084	10,334
Total Compensation	13	36,098	47,556	41,775	47,750
Age	13	37	42	41	48
Years with Present Bank	13	3	9	7	10
Years in Position	13	2	4	3	5
No. of Employees Supervised	13	31	132	110	184
Asset Size (Millions)	13	$288.0	$340.3	$305.0	$381.5
BRANCH MANAGER-LARGE(31+)					
Base Salary	7	$26,850	$35,043	$28,600	$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	27,942	37,335	32,500	37,500
Age	7	39	47	50	51
Years with Present Bank	7	2	10	9	14
Years in Position	7	1	5	4	8
No. of Employees Supervised	7	22	63	33	39
Asset Size (Millions)	7	$302.0	$383.3	$399.0	$425.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$22,389	$25,561	$25,500	$26,800
Bonus	5	1,410	3,094	2,250	2,925
Total Compensation	14	22,389	26,666	26,658	27,642
Age	14	37	45	42	50
Years with Present Bank	14	4	10	7	12
Years in Position	14	1	3	2	4
No. of Employees Supervised	14	10	17	15	23
Asset Size (Millions)	14	$288.0	$337.4	$302.0	$381.5

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$17,025	$20,704	$20,350	$22,100
Bonus	5	1,039	1,565	1,350	1,425
Total Compensation	14	17,675	21,263	20,350	22,114
Age	14	33	39	39	42
Years with Present Bank	14	4	8	8	11
Years in Position	14	1	4	3	5
No. of Employees Supervised	14	6	7	7	9
Asset Size (Millions)	14	$288.0	$337.4	$302.0	$381.5

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$25,250	$29,774	$30,000	$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	7	25,250	30,643	30,972	32,305
Age	7	36	48	43	57
Years with Present Bank	7	2	10	7	15
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	$300.0	$374.3	$399.0	$425.0

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$19,900	$26,842	$22,700	$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	13	20,000	27,291	23,593	28,000
Age	13	32	37	32	34
Years with Present Bank	13	4	9	8	11
Years in Position	13	2	4	3	4
No. of Employees Supervised	13	4	7	5	10
Asset Size (Millions)	13	$292.0	$341.5	$305.0	$381.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$30,893	$38,649	$39,250	$43,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	30,893	40,441	39,250	46,400
Age	14	33	40	41	43
Years with Present Bank	14	2	7	8	9
Years in Position	14	1	3	2	3
No. of Employees Supervised	14	8	21	20	23
Asset Size (Millions)	14	$292.0	$340.8	$304.5	$381.5

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$24,000	$27,881	$27,000	$31,150
Bonus	5	1,198	1,674	1,585	1,653
Total Compensation	15	24,555	28,439	27,000	31,598
Age	15	33	40	41	45
Years with Present Bank	15	3	8	7	13
Years in Position	15	3	4	4	5
No. of Employees Supervised	15	0	6	0	2
Asset Size (Millions)	15	$288.0	$335.1	$304.0	$381.5

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$15,484	$18,298	$16,950	$20,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,484	18,612	17,585	20,750
Age	14	27	31	31	34
Years with Present Bank	14	3	6	5	8
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	0	2	0	1
Asset Size (Millions)	14	$288.0	$333.1	$301.5	$378.0

CORRESPONDENT BANK OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$24,167	$33,739	$32,700	$34,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	24,734	34,403	32,700	35,525
Age	6	37	43	43	47
Years with Present Bank	6	3	8	8	12
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	1	2	2	3
Asset Size (Millions)	6	$281.0	$345.2	$331.0	$378.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	9	$22,200	$31,211	$26,500	$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,200	33.174	26,500	34,500
Age	9	32	39	37	40
Years with Present Bank	9	2	8	5	10
Years in Position	9	1	2	2	3
No. of Employees Supervised	9	16	44	33	43
Asset Size (Millions)	9	$301.5	$355.9	$357.0	$383.0
FINANCIAL OFFICER-SR.					
Base Salary	15	$29,110	$37,385	$35,000	$43,000
Bonus	6	1,713	6,538	4,250	8,150
Total Compensation	15	30,277	40,000	35,000	45,550
Age	15	34	43	41	49
Years with Present Bank	15	5	12	11	14
Years in Position	15	1	5	3	8
No. of Employees Supervised	15	3	11	9	16
Asset Size (Millions)	15	$288.0	$335.1	$304.0	$381.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	$14,000	$17,174	$17,220	$19,250
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,000	17,360	17,220	19,570
Age	10	35	42	44	47
Years with Present Bank	10	3	6	5	8
Years in Position	10	1	2	3	3
No. of Employees Supervised	10	2	8	10	11
Asset Size (Millions)	10	$273.0	$341.6	$301.5	$400.5
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	12	$24,686	$34,073	$32,000	$36,670
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,686	36,059	32,500	36,670
Age	12	39	46	44	49
Years with Present Bank	12	7	15	10	22
Years in Position	12	3	7	5	7
No. of Employees Supervised	12	6	24	13	24
Asset Size (Millions)	12	$296.0	$345.8	$304.5	$399.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	12	$15,700	$17,011	$17,355	$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,700	17,449	17,355	19,500
Age	12	34	39	37	46
Years with Present Bank	12	2	8	7	12
Years in Position	12	1	3	2	3
No. of Employees Supervised	12	0	3	1	4
Asset Size (Millions)	12	$297.0	$352.1	$331.0	$399.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	12	$24,000	$27,983	$27,000	$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	24,000	28,982	27,923	30,3[illegible]3
Age	12	34	43	40	47
Years with Present Bank	12	4	10	9	14
Years in Position	12	2	6	4	9
No. of Employees Supervised	12	4	6	6	8
Asset Size (Millions)	12	$288.0	$336.0	$304.5	$364.0
LOAN REVIEW OFFICER					
Base Salary	7	$17,830	$24,294	$23,000	$27,700
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,530	25,145	23,000	28,563
Age	7	29	41	40	49
Years with Present Bank	7	2	7	6	9
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	2	0	4
Asset Size (Millions)	7	$277.0	$340.1	$305.0	$379.5
MARKETING DIRECTOR					
Base Salary	11	$26,250	$29,209	$30,000	$31,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	27,400	29,895	30,500	32,213
Age	11	34	41	40	44
Years with Present Bank	11	1	8	7	13
Years in Position	11	1	2	1	3
No. of Employees Supervised	11	2	4	3	5
Asset Size (Millions)	11	$273.0	$334.5	$305.0	$381.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	11	$25,000	$31,115	$27,300	$33,750
Bonus	5	1,406	3,066	2,917	3,759
Total Compensation	11	25,250	32,508	28,352	36,450
Age	11	36	46	45	55
Years with Present Bank	11	2	6	5	9
Years in Position	11	1	4	3	5
No. of Employees Supervised	11	2	4	4	6
Asset Size (Millions)	11	$273.0	$338.6	$305.0	$381.5
MORTGAGE LOAN OFFICER					
Base Salary	9	$17,209	$20,881	$20,500	$23,406
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,433	21,199	20,500	23,406
Age	9	32	39	38	40
Years with Present Bank	9	2	10	8	12
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$273.0	$314.2	$304.0	$331.0
NEW ACCOUNTS OFFICER					
Base Salary	7	$12,268	$14,188	$14,500	$15,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	12,658	14,663	14,500	15,824
Age	7	37	45	43	50
Years with Present Bank	7	4	14	12	21
Years in Position	7	1	3	1	3
No. of Employees Supervised	7	0	6	7	9
Asset Size (Millions)	7	$296.5	$338.4	$304.0	$353.5
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	10	$12,200	$13,330	$12,800	$13,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	12,500	14,330	13,000	14,150
Age	10	24	29	26	28
Years with Present Bank	10	0	1	1	2
Years in Position	10	0	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	$292.5	$341.7	$331.0	$381.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$27,500	$32,522	$32,250	$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	14	28,500	34,016	32,250	36,710
Age	14	37	42	39	45
Years with Present Bank	14	3	11	11	15
Years in Position	14	1	4	2	5
No. of Employees Supervised	14	46	88	87	121
Asset Size (Millions)	14	$288.0	$327.1	$301.5	$360.5

PERSONNEL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$21,220	$26,552	$26,400	$30,850
Bonus	5	1,142	2,897	1,500	1,850
Total Compensation	15	21,845	27,517	27,000	32,317
Age	15	37	44	46	49
Years with Present Bank	15	3	12	11	19
Years in Position	15	1	5	4	9
No. of Employees Supervised	15	3	7	6	9
Asset Size (Millions)	15	$288.0	$335.1	$304.0	$381.5

SECURITY OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$19,500	$23,095	$23,200	$25,622
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,000	23,425	23,200	26,072
Age	11	36	45	46	52
Years with Present Bank	11	2	8	5	9
Years in Position	11	1	3	3	5
No. of Employees Supervised	11	0	7	1	12
Asset Size (Millions)	11	$288.0	$337.6	$304.0	$383.0

TRAINING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	7	$13,100	$18,557	$16,000	$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,100	18,702	17,015	21,250
Age	7	29	36	34	39
Years with Present Bank	7	1	5	4	5
Years in Position	7	1	1	2	2
No. of Employees Supervised	7	0	2	0	2
Asset Size (Millions)	7	$292.0	$351.3	$357.0	$383.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	12	$37,400	$46,717	$47,000	$52,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	37,400	47,865	50,375	53,000
Age	12	42	48	45	53
Years with Present Bank	12	5	12	8	17
Years in Position	12	2	5	4	6
No. of Employees Supervised	12	16	23	21	26
Asset Size (Millions)	12	$288.0	$344.6	$331.0	$399.0
TRUST OPERATIONS MANAGER					
Base Salary	12	$16,200	$21,223	$20,598	$25,300
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,200	21,409	21,432	25,300
Age	12	34	42	41	47
Years with Present Bank	12	3	11	10	15
Years in Position	12	1	3	3	3
No. of Employees Supervised	12	5	9	6	7
Asset Size (Millions)	12	$288.0	$344.6	$331.0	$399.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $500 TO $999 MILLION

Of the 451 banks submitting data for the South-Atlantic region, 13 banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$90,000	$117,968	$117,440	$125,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	93,300	122,959	117,440	125,000
Age	12	51	55	55	55
Years with Present Bank	12	10	18	19	25
Years in Position	12	3	5	4	7
No. of Employees Supervised	12	745	835	832	918
Asset Size (Millions)	12	$551.0	$673.1	$666.0	$730.0

ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$15,900	$22,974	$21,810	$27,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,920	23,839	21,810	27,300
Age	8	28	39	39	41
Years with Present Bank	8	2	10	6	8
Years in Position	8	1	5	3	4
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	$544.0	$659.6	$666.0	$715.0

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$32,000	$40,249	$39,246	$43,750
Bonus		INSUFFICIENT DATA			
Total Compensation	13	33,636	41,116	41,028	46,613
Age	13	40	44	41	46
Years with Present Bank	13	12	16	14	17
Years in Position	13	2	7	5	9
No. of Employees Supervised	13	5	9	8	11
Asset Size (Millions)	13	$564.5	$672.5	$666.0	$722.5

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$42,000	$55,687	$52,045	$60,500
Bonus	5	1,559	4,783	4,150	5,825
Total Compensation	11	42,375	57,861	54,412	68,750
Age	11	39	47	50	54
Years with Present Bank	11	9	22	20	34
Years in Position	11	1	4	2	6
No. of Employees Supervised	11	255	478	399	638
Asset Size (Millions)	11	$589.0	$699.5	$667.0	$770.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

BRANCH MANAGER-LARGE(31+)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$22,750	$30,192	$26,070	$34,650
Bonus		INSUFFICIENT DATA			
Total Compensation	9	23,149	30,581	26,070	34,650
Age	9	32	44	44	50
Years with Present Bank	9	9	12	10	14
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	32	50	41	57
Asset Size (Millions)	9	$589.0	$683.7	$666.0	$691.0

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$19,484	$23,179	$22,900	$24,100
Bonus		INSUFFICIENT DATA			
Total Compensation	12	20,347	23,672	22,900	25,413
Age	12	30	38	36	40
Years with Present Bank	12	5	11	11	15
Years in Position	12	1	3	3	4
No. of Employees Supervised	11	13	18	18	22
Asset Size (Millions)	12	$578.0	$686.5	$666.5	$730.0

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$15,500	$18,796	$17,566	$22,100
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,500	19,224	18,847	22,100
Age	12	31	40	39	43
Years with Present Bank	12	5	9	8	10
Years in Position	12	1	2	2	2
No. of Employees Supervised	11	6	8	8	9
Asset Size (Millions)	12	$578.0	$686.5	$666.5	$730.0

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$23,500	$36,716	$33,150	$41,498
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,500	37,865	35,423	42,673
Age	6	35	47	46	57
Years with Present Bank	6	3	12	15	18
Years in Position	6	1	6	3	6
No. of Employees Supervised	6	1	4	3	5
Asset Size (Millions)	6	$564.5	$680.5	$666.0	$739.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	8	$15,000	$24,463	$24,234	$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,238	25,158	25,112	26,583
Age	8	30	43	40	50
Years with Present Bank	8	2	9	9	14
Years in Position	8	1	3	2	3
No. of Employees Supervised	8	0	2	1	1
Asset Size (Millions)	8	$666.0	$731.4	$722.5	$811.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	12	$16,600	$27,436	$22,090	$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	16,600	28,250	23,365	30,000
Age	12	24	34	32	37
Years with Present Bank	12	2	8	4	6
Years in Position	12	1	2	2	2
No. of Employees Supervised	12	5	11	9	13
Asset Size (Millions)	12	$551.0	$661.0	$665.5	$715.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	11	$36,625	$43,398	$45,000	$46,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	40,494	44,541	45,000	46,600
Age	11	36	42	41	43
Years with Present Bank	11	4	11	11	13
Years in Position	11	2	4	4	4
No. of Employees Supervised	11	7	19	22	29
Asset Size (Millions)	11	$547.5	$660.5	$665.0	$722.5
COMMERCIAL LOAN OFFICER					
Base Salary	12	$28,000	$30,879	$31,050	$33,700
Bonus		INSUFFICIENT DATA			
Total Compensation	12	30,100	31,476	31,898	33,700
Age	12	33	40	41	43
Years with Present Bank	12	6	12	11	13
Years in Position	12	1	4	3	6
No. of Employees Supervised	12	0	2	2	2
Asset Size (Millions)	12	$551.0	$661.0	$665.5	$715.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$19,750	$21,460	$20,950	$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,000	21,800	21,713	24,000
Age	10	28	33	34	35
Years with Present Bank	10	2	5	4	8
Years in Position	10	1	1	1	2
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	10	$547.5	$630.2	$632.5	$666.5

EDP OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$33,250	$41,460	$38,000	$44,150
Bonus	5	1,292	2,768	3,000	3,077
Total Compensation	11	33,650	42,718	41,154	44,586
Age	11	37	44	44	49
Years with Present Bank	11	8	13	12	16
Years in Position	11	2	6	5	6
No. of Employees Supervised	11	39	72	71	79
Asset Size (Millions)	11	$547.5	$666.5	$666.0	$722.5

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$33,000	$43,688	$40,750	$45,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	33,000	45,419	42,500	45,000
Age	12	34	43	40	46
Years with Present Bank	12	3	10	8	12
Years in Position	12	1	4	3	3
No. of Employees Supervised	12	12	38	20	36
Asset Size (Millions)	12	$551.0	$661.0	$665.5	$715.0

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$14,950	$20,680	$20,150	$21,544
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,147	21,090	20,150	22,398
Age	10	33	43	39	46
Years with Present Bank	10	3	6	6	8
Years in Position	10	1	3	3	3
No. of Employees Supervised	10	8	13	12	14
Asset Size (Millions)	10	$564.5	$667.3	$665.5	$698.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	9	$30,400	$35,444	$35,000	$40,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	30,400	35,911	35,000	41,660
Age	9	43	48	50	54
Years with Present Bank	9	10	16	12	17
Years in Position	9	2	6	5	8
No. of Employees Supervised	9	18	36	26	42
Asset Size (Millions)	9	$589.0	$685.8	$667.0	$722.5
INSTALMENT LOAN OFFICER					
Base Salary	11	$16,034	$20,088	$19,500	$21,450
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,000	20,479	19,500	21,450
Age	11	34	40	36	45
Years with Present Bank	11	3	7	9	11
Years in Position	11	2	4	3	6
No. of Employees Supervised	11	0	4	1	7
Asset Size (Millions)	11	$547.5	$660.6	$666.0	$722.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	13	$30,253	$33,615	$33,000	$34,650
Bonus	5	1,036	2,627	2,615	3,058
Total Compensation	13	31,288	34,626	34,115	35,500
Age	13	40	45	44	46
Years with Present Bank	13	8	16	17	22
Years in Position	13	4	7	6	9
No. of Employees Supervised	13	10	14	14	16
Asset Size (Millions)	13	$564.5	$672.5	$666.0	$722.5
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	5	$17,250	$30,000	$27,500	$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,250	30,000	27,500	32,000
Age	5	32	48	50	57
Years with Present Bank	5	5	8	9	10
Years in Position	5	1	4	2	3
No. of Employees Supervised	5	1	6	2	5
Asset Size (Millions)	5	$632.5	$728.6	$667.0	$739.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	6	$20,650	$24,750	$24,650	$25,850
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,210	25,620	25,200	26,900
Age	6	30	41	41	50
Years with Present Bank	6	2	13	11	20
Years in Position	6	1	6	4	8
No. of Employees Supervised	6	1	3	2	3
Asset Size (Millions)	6	$564.5	$690.2	$691.0	$722.5
MARKETING DIRECTOR					
Base Salary	10	$27,828	$33,671	$31,000	$32,990
Bonus		INSUFFICIENT DATA			
Total Compensation	10	28,578	34,523	32,954	34,078
Age	10	33	40	39	45
Years with Present Bank	10	2	8	9	13
Years in Position	10	1	4	3	4
No. of Employees Supervised	10	3	8	6	8
Asset Size (Millions)	10	$547.5	$657.7	$666.0	$722.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	10	$30,850	$37,806	$38,350	$43,380
Bonus		INSUFFICIENT DATA			
Total Compensation	10	30,850	38,378	39,682	43,700
Age	10	33	42	41	46
Years with Present Bank	10	9	15	17	21
Years in Position	10	1	5	4	6
No. of Employees Supervised	10	6	16	14	19
Asset Size (Millions)	10	$561.0	$671.6	$666.5	$722.5
MORTGAGE LOAN OFFICER					
Base Salary	9	$18,754	$25,610	$25,800	$28,205
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,175	26,197	25,800	29,405
Age	9	31	42	41	45
Years with Present Bank	9	3	12	5	13
Years in Position	9	2	5	3	4
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	9	$547.5	$643.3	$600.0	$691.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	$16,325	$18,761	$16,900	$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,325	19,167	17,575	19,000
Age	8	29	36	33	35
Years with Present Bank	8	2	7	5	9
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	0	1	0	1
Asset Size (Millions)	8	$544.0	$651.5	$633.5	$715.0
NEW ACCOUNTS OFFICER					
Base Salary	7	$11,480	$15,496	$16,710	$17,350
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,480	15,854	17,000	18,459
Age	7	38	49	50	55
Years with Present Bank	7	4	13	10	15
Years in Position	7	2	4	4	5
No. of Employees Supervised	7	0	4	0	7
Asset Size (Millions)	7	$528.0	$632.4	$600.0	$691.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	7	$11,500	$12,636	$13,250	$13,450
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,650	12,809	13,250	13,450
Age	7	24	25	25	27
Years with Present Bank	7	1	2	1	1
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	0	0	0
Asset Size (Millions)	7	$532.0	$681.7	$666.0	$698.5
OPERATIONS OFFICER-SR.					
Base Salary	11	$31,250	$39,993	$39,420	$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	32,641	41,446	43,000	46,000
Age	11	35	42	44	48
Years with Present Bank	11	7	13	12	16
Years in Position	11	2	4	3	4
No. of Employees Supervised	11	68	174	182	224
Asset Size (Millions)	11	$547.5	$660.5	$665.0	$722.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	13	$30,184	$35,331	$32,000	$42,244
Bonus	5	1,051	2,274	2,500	2,537
Total Compensation	13	31,610	36,206	33,573	42,244
Age	13	39	46	50	53
Years with Present Bank	13	6	15	15	18
Years in Position	13	3	6	3	7
No. of Employees Supervised	13	8	13	12	16
Asset Size (Millions)	13	$564.5	$672.5	$666.0	$722.5
SECURITY OFFICER-SR.					
Base Salary	13	$19,900	$25,063	$22,700	$28,532
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,900	25,687	23,013	31,828
Age	13	50	55	52	59
Years with Present Bank	13	2	15	14	26
Years in Position	13	1	5	3	8
No. of Employees Supervised	13	1	6	5	7
Asset Size (Millions)	13	$564.5	$672.5	$666.0	$722.5
TRAINING DIRECTOR					
Base Salary	10	$13,100	$17,820	$17,142	$19,347
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,100	18,097	17,892	19,982
Age	10	26	34	33	38
Years with Present Bank	10	1	5	4	6
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	1	2	1	3
Asset Size (Millions)	10	$561.0	$657.7	$665.5	$698.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	10	$44,004	$51,791	$50,350	$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	45,747	53,546	50,350	59,000
Age	10	47	52	50	56
Years with Present Bank	10	6	14	16	19
Years in Position	10	3	7	6	10
No. of Employees Supervised	10	18	40	38	53
Asset Size (Millions)	10	$547.5	$652.1	$665.5	$691.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $500 TO $999 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$22,550	$27,061	$24,600	$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,800	27,702	26,000	28,133
Age	9	33	40	39	45
Years with Present Bank	9	6	13	12	19
Years in Position	9	2	5	3	7
No. of Employees Supervised	9	7	13	12	18
Asset Size (Millions)	9	$547.5	$650.6	$665.0	$691.0

GEOGRAPHIC REGION III: SOUTH-ATLANTIC

ASSET SIZE: $1 BILLION AND OVER

Of the 451 banks submitting data for the South-Atlantic region, 18 banks were in the $1 Billion and Over asset size category.

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	18	$122,500	$151,653	$162,500	$173,000
Bonus	6	7,902	31,939	35,917	40,917
Total Compensation	18	122,500	162,299	168,100	185,000
Age	17	49	54	54	58
Years with Present Bank	18	9	22	26	33
Years in Position	17	4	5	5	8
No. of Employees Supervised	15	762	2,227	1,940	2,950
Asset Size (Millions)	18	$1,272.5	$6,384.0	$2,326.0	$3,212.0
ADVERTISING OFFICER					
Base Salary	13	$25,875	$32,983	$31,100	$32,100
Bonus		INSUFFICIENT DATA			
Total Compensation	13	26,050	33,618	31,100	33,182
Age	13	39	46	47	51
Years with Present Bank	13	2	11	9	16
Years in Position	13	1	4	4	5
No. of Employees Supervised	12	0	6	2	7
Asset Size (Millions)	13	$1,216.5	$2,459.2	$1,909.0	$2,877.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	15	$45,600	$58,015	$58,596	$65,602
Bonus	6	2,369	7,158	6,750	9,750
Total Compensation	15	47,250	60,878	58,596	70,602
Age	15	41	46	47	51
Years with Present Bank	15	6	15	15	18
Years in Position	15	2	7	6	9
No. of Employees Supervised	13	10	25	15	28
Asset Size (Millions)	15	$1,216.5	$2,489.1	$2,249.0	$3,037.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	17	$41,400	$53,055	$51,000	$57,750
Bonus	5	3,224	10,311	4,000	9,054
Total Compensation	17	42,180	56,088	51,000	57,750
Age	16	38	45	43	46
Years with Present Bank	17	10	18	15	22
Years in Position	17	1	3	3	5
No. of Employees Supervised	14	277	681	544	953
Asset Size (Millions)	17	$1,272.5	$6,671.6	$2,403.0	$3,212.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

BRANCH MANAGER-LARGE(31+)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$25,000	$32,241	$32,428	$35,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	25,000	32,848	33,735	35,683
Age	11	35	43	42	49
Years with Present Bank	12	10	17	14	21
Years in Position	12	2	4	3	5
No. of Employees Supervised	11	25	40	36	44
Asset Size (Millions)	12	$1,904.0	$2,965.8	$2,803.0	$3,312.0

BRANCH MANAGER-MEDIUM(10-30)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$20,345	$26,039	$25,117	$28,230
Bonus		INSUFFICIENT DATA			
Total Compensation	16	20,345	26,379	26,109	28,230
Age	15	32	39	37	44
Years with Present Bank	16	7	13	11	14
Years in Position	16	2	3	3	3
No. of Employees Supervised	13	15	18	17	20
Asset Size (Millions)	16	$1,245.0	$2,578.3	$2,326.0	$3,112.0

BRANCH MANAGER-SMALL(-10)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$16,900	$19,896	$19,920	$22,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	16,900	20,096	19,920	23,560
Age	15	32	38	37	41
Years with Present Bank	16	7	10	11	13
Years in Position	16	1	3	2	3
No. of Employees Supervised	13	5	7	7	8
Asset Size (Millions)	16	$1,245.0	$2,578.3	$2,326.0	$3,112.0

BUSINESS DEVELOPMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$24,793	$32,162	$30,500	$35,733
Bonus		INSUFFICIENT DATA			
Total Compensation	11	24,793	32,672	30,500	37,533
Age	10	39	43	41	45
Years with Present Bank	11	4	9	7	13
Years in Position	11	1	3	2	5
No. of Employees Supervised	8	3	6	5	5
Asset Size (Millions)	11	$1,130.0	$2,451.9	$1,904.0	$2,757.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	14	$19,296	$25,240	$25,050	$31,032
Bonus		INSUFFICIENT DATA			
Total Compensation	14	19,296	25,597	25,400	31,032
Age	13	33	41	39	47
Years with Present Bank	14	5	10	7	10
Years in Position	14	1	3	2	4
No. of Employees Supervised	12	0	1	0	0
Asset Size (Millions)	14	$1,216.5	$2,511.1	$2,079.0	$3,037.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	13	$22,434	$32,263	$26,189	$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	13	22,484	33,316	27,832	39,500
Age	13	31	39	34	45
Years with Present Bank	13	4	12	11	16
Years in Position	13	1	3	2	2
No. of Employees Supervised	11	6	21	17	32
Asset Size (Millions)	13	$1,272.5	$2,388.0	$2,249.0	$2,803.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	14	$38,024	$43,194	$41,498	$46,500
Bonus	5	1,709	3,632	2,777	3,389
Total Compensation	14	39,109	44,491	42,886	48,437
Age	14	38	40	38	40
Years with Present Bank	14	4	12	12	16
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	6	19	21	27
Asset Size (Millions)	14	$1,216.5	$7,452.5	$2,156.0	$3,208.5
COMMERCIAL LOAN OFFICER					
Base Salary	16	$23,000	$28,123	$27,475	$32,242
Bonus		INSUFFICIENT DATA			
Total Compensation	16	23,000	28,423	28,324	32,242
Age	15	32	36	35	39
Years with Present Bank	16	2	8	6	11
Years in Position	16	1	3	2	4
No. of Employees Supervised	13	0	1	0	1
Asset Size (Millions)	16	$1,245.0	$6,893.8	$2,326.0	$3,112.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	17	$18,440	$19,960	$20,000	$21,700
Bonus		INSUFFICIENT DATA			
Total Compensation	17	18,490	20,099	20,000	21,700
Age	16	27	29	29	31
Years with Present Bank	17	3	5	4	5
Years in Position	17	1	1	1	1
No. of Employees Supervised	15	0	1	0	0
Asset Size (Millions)	17	$1,369.5	$6,683.1	$2,403.0	$3,212.0
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	14	$26,950	$34,103	$31,550	$38,409
Bonus		INSUFFICIENT DATA			
Total Compensation	14	27,695	34,976	31,550	38,409
Age	13	36	41	40	42
Years with Present Bank	14	8	13	15	17
Years in Position	14	1	2	2	3
No. of Employees Supervised	12	0	5	4	6
Asset Size (Millions)	14	$1,369.5	$2,633.4	$2,326.0	$3,037.5
EDP OFFICER-SR.					
Base Salary	13	$37,084	$46,820	$50,000	$52,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	37,084	48,473	52,000	55,917
Age	13	38	40	40	43
Years with Present Bank	13	9	13	14	18
Years in Position	13	1	3	3	5
No. of Employees Supervised	12	50	181	183	243
Asset Size (Millions)	13	$1,272.5	$2,680.2	$2,403.0	$3,037.5
FINANCIAL OFFICER-SR.					
Base Salary	16	$39,000	$55,490	$51,250	$54,300
Bonus	5	1,387	6,721	4,000	7,000
Total Compensation	16	40,330	57,591	51,250	58,000
Age	15	38	46	49	55
Years with Present Bank	16	3	14	9	26
Years in Position	16	2	5	4	8
No. of Employees Supervised	13	29	117	44	51
Asset Size (Millions)	16	$1,300.0	$6,900.8	$2,326.0	$3,112.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	12	$13,108	$20,563	$21,089	$23,477
Bonus		INSUFFICIENT DATA			
Total Compensation	12	13,108	20,785	21,139	24,940
Age	12	34	42	42	43
Years with Present Bank	12	2	9	8	12
Years in Position	12	1	3	3	4
No. of Employees Supervised	10	9	22	17	30
Asset Size (Millions)	12	$1,245.0	$2,349.8	$2,079.0	$2,643.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	15	$31,270	$40,698	$43,310	$48,933
Bonus		INSUFFICIENT DATA			
Total Compensation	15	31,904	41,572	43,310	49,033
Age	14	43	49	48	56
Years with Present Bank	15	17	22	21	26
Years in Position	15	2	6	4	8
No. of Employees Supervised	12	32	68	62	85
Asset Size (Millions)	15	$1,216.5	$2,262.4	$1,909.0	$2,803.0
INSTALMENT LOAN OFFICER					
Base Salary	16	$16,600	$19,349	$19,213	$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	16,600	19,491	19,213	21,500
Age	15	28	38	37	45
Years with Present Bank	16	3	9	9	14
Years in Position	16	2	4	3	5
No. of Employees Supervised	13	0	6	5	8
Asset Size (Millions)	16	$1,245.0	$6,884.9	$2,326.0	$3,112.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	15	$35,500	$43,703	$39,500	$52,500
Bonus	6	1,800	6,105	3,500	8,500
Total Compensation	15	35,500	46,145	42,500	53,250
Age	14	36	44	45	51
Years with Present Bank	15	5	15	13	25
Years in Position	15	3	6	4	7
No. of Employees Supervised	13	22	38	34	43
Asset Size (Millions)	15	$1,272.5	$2,549.3	$2,249.0	$3,037.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	11	$36,720	$48,431	$47,500	$57,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	37,370	49,716	47,500	57,000
Age	11	39	46	45	51
Years with Present Bank	11	4	12	8	19
Years in Position	11	3	4	4	5
No. of Employees Supervised	9	12	45	18	28
Asset Size (Millions)	11	$1,548.5	$2,929.5	$2,643.0	$3,283.0
LOAN REVIEW OFFICER					
Base Salary	14	$21,313	$24,848	$22,800	$27,650
Bonus		INSUFFICIENT DATA			
Total Compensation	14	21,313	25,475	23,050	28,678
Age	13	34	40	35	46
Years with Present Bank	14	3	8	6	11
Years in Position	14	1	2	3	3
No. of Employees Supervised	12	0	2	0	2
Asset Size (Millions)	14	$1,244.0	$2,467.2	$2,079.0	$2,803.0
MARKETING DIRECTOR					
Base Salary	14	$39,191	$46,022	$44,500	$51,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	39,289	47,669	47,600	54,000
Age	14	44	49	51	53
Years with Present Bank	14	3	10	8	14
Years in Position	14	2	4	4	6
No. of Employees Supervised	12	7	22	16	20
Asset Size (Millions)	14	$1,216.5	$2,574.0	$2,326.0	$3,037.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	14	$38,750	$49,659	$47,947	$59,233
Bonus	5	2,059	4,882	2,745	3,873
Total Compensation	14	40,000	51,403	50,069	59,750
Age	13	46	51	49	56
Years with Present Bank	14	6	17	20	24
Years in Position	14	2	4	5	5
No. of Employees Supervised	11	9	50	25	47
Asset Size (Millions)	14	$1,216.5	$2,333.9	$1,906.5	$2,523.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	12	$23,743	$27,673	$27,917	$28,809
Bonus		INSUFFICIENT DATA			
Total Compensation	12	23,843	28,039	28,467	29,000
Age	11	33	43	44	50
Years with Present Bank	12	5	14	11	21
Years in Position	12	2	5	4	5
No. of Employees Supervised	11	0	2	0	2
Asset Size (Millions)	12	$1,245.0	$2,531.2	$2,079.0	$2,643.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	11	$17,369	$20,125	$19,830	$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	17,419	20,375	19,830	21,420
Age	10	27	34	33	37
Years with Present Bank	11	3	9	7	11
Years in Position	11	1	3	2	4
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	11	$1,272.5	$2,567.0	$1,909.0	$2,803.0
NEW ACCOUNTS OFFICER					
Base Salary	7	$10,650	$13,872	$15,000	$15,832
Bonus		INSUFFICIENT DATA			
Total Compensation	7	10,710	14,007	15,000	15,832
Age	7	26	41	37	53
Years with Present Bank	7	5	12	11	14
Years in Position	6	2	4	4	5
No. of Employees Supervised	7	0	1	0	2
Asset Size (Millions)	7	$1,283.0	$2,784.3	$2,249.0	$3,383.0
OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	5	$14,750	$18,600	$18,000	$19,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,750	18,600	18,000	19,750
Age	5	25	27	27	28
Years with Present Bank	5	1	1	1	1
Years in Position	5	1	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$1,701.5	$3,563.8	$3,112.0	$4,208.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	12	$12,100	$13,300	$12,400	$13,530
Bonus		INSUFFICIENT DATA			
Total Compensation	12	12,100	13,308	12,450	13,530
Age	12	23	25	25	26
Years with Present Bank	12	1	1	1	1
Years in Position	12	1	1	1	1
No. of Employees Supervised	11	0	0	0	0
Asset Size (Millions)	12	$1,188.0	$8,604.5	$2,803.0	$3,454.0
OPERATIONS OFFICER-SR.					
Base Salary	15	$38,487	$52,067	$48,000	$67,500
Bonus	5	2,097	7,479	4,000	9,100
Total Compensation	15	38,687	54,559	48,000	68,000
Age	14	41	48	50	52
Years with Present Bank	15	13	21	21	26
Years in Position	14	1	4	3	6
No. of Employees Supervised	12	325	418	380	422
Asset Size (Millions)	15	$1,216.5	$2,529.7	$2,249.0	$3,137.5
PERSONNEL OFFICER-SR.					
Base Salary	17	$39,682	$45,595	$44,000	$51,750
Bonus	6	1,440	5,830	4,400	7,650
Total Compensation	17	39,682	47,653	45,800	52,000
Age	16	40	47	45	53
Years with Present Bank	17	8	16	17	22
Years in Position	16	1	6	5	7
No. of Employees Supervised	14	19	38	35	41
Asset Size (Millions)	17	$1,272.5	$2,503.1	$2,249.0	$3,037.5
SECURITY OFFICER-SR.					
Base Salary	15	$23,625	$30,512	$29,500	$37,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	23,625	30,827	30,540	37,000
Age	15	41	51	54	58
Years with Present Bank	15	4	14	10	23
Years in Position	15	1	3	2	6
No. of Employees Supervised	13	3	10	7	13
Asset Size (Millions)	15	$1,216.5	$2,489.1	$2,249.0	$3,037.5

GEOGRAPHIC REGION: 3
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
TRAINING DIRECTOR					
Base Salary	15	$17,900	$24,192	$23,976	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	15	17,950	24,407	23,976	27,686
Age	14	31	33	33	34
Years with Present Bank	15	4	7	8	9
Years in Position	14	1	3	3	4
No. of Employees Supervised	13	4	9	6	9
Asset Size (Millions)	15	$1,216.5	$2,577.0	$2,249.0	$3,212.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	$52,500	$64,672	$62,000	$73,750
Bonus	6	3,123	10,817	8,329	14,554
Total Compensation	13	54,500	69,664	66,780	75,804
Age	13	44	52	53	58
Years with Present Bank	13	12	20	21	23
Years in Position	13	2	5	4	7
No. of Employees Supervised	11	58	172	196	242
Asset Size (Millions)	13	$1,272.5	$2,523.8	$2,249.0	$2,803.0
TRUST OPERATIONS MANAGER					
Base Salary	14	$27,942	$36,715	$36,462	$42,850
Bonus	5	1,020	2,224	2,496	2,540
Total Compensation	14	28,462	37,509	37,000	42,850
Age	13	41	44	44	48
Years with Present Bank	14	7	16	18	25
Years in Position	14	1	3	2	4
No. of Employees Supervised	11	16	54	40	88
Asset Size (Millions)	14	$1,272.5	$2,479.6	$2,079.0	$2,803.0